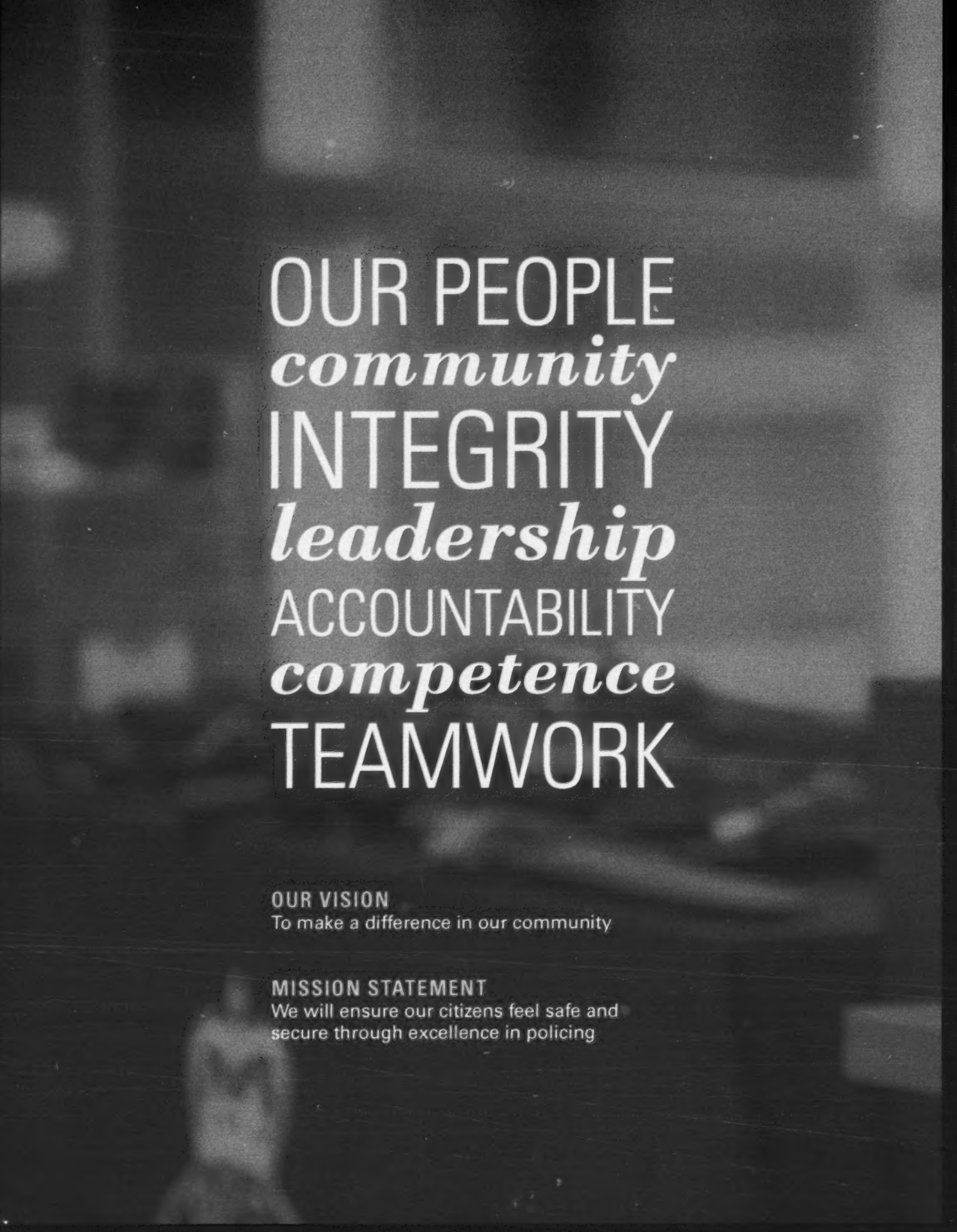
# 2014

**YORK REGIONAL POLICE**
**ANNUAL REPORT**

*Deeds Speak*




**OUR VISION**
To make a difference in our community

**MISSION STATEMENT**
We will ensure our citizens feel safe and secure through excellence in policing

# CONTENTS


2 MESSAGE FROM THE CHAIR OF THE POLICE SERVICES BOARD

4 MESSAGE FROM THE CHIEF

6 #1 DISTRICT

8 #2 DISTRICT

10 #3 DISTRICT

12 #4 DISTRICT

14 #5 DISTRICT

16 JOINT-FORCES OPERATIONS AND INTERNAL TASK FORCES

18 2014 IN THE COMMUNITY

20 UNITED WITH OUR COMMUNITY

22 THEN AND NOW: R.I.D.E.

24 2014 STATISTICS

26 THE SKY IS THE LIMIT

28 PROJECT ARIEL

30 CANINE UNIT | 25TH ANNIVERSARY

32 CONNECTING WITH OUR COMMUNITY

34 MAKING A DIFFERENCE

36 HOW OUR RECRUITS ADD UP

37 YRP GOES VIRAL

38 STANDING TOGETHER AGAINST HATE CRIME

40 2014 BUSINESS PLAN ACCOMPLISHMENTS

42 SERVICE EXCELLENCE

44 2014 ORGANIZATIONAL CHART

46 CODE OF PROFESSIONAL ETHICS

# MESSAGE FROM THE CHAIR OF THE POLICE SERVICES BOARD

## MAYOR FRANK SCARPITTI

Chair, Regional Municipality of York Police Services Board

On behalf of the York Regional Police Services Board, I am pleased to present highlights of the Board's 2014 achievements.

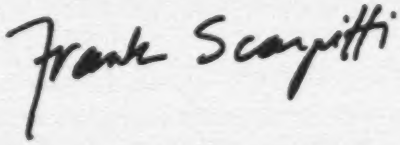
Last year marked the first year of the Board's 2014-2016 Business Plan for York Regional Police. Key goals include supporting healthy communities and providing inclusive and equitable police services. The Board also renewed the contract of Chief Eric Jolliffe until 2018.

The Board approved a 2015 budget of $287 million. At $269, the cost of policing per capita remains one of the lowest among populations of more than one million residents. The Board approved more than $83,000 in contributions from the Board's Public Relations Fund for many community-organized programs and events in support of safer communities. This fund is financed with monies forfeited and monies from property auctions.

In 2014, the Board and the police service were audited by the Ministry of Community Safety and Correctional Services, which supports the delivery of adequate and effective police services in Ontario by conducting inspections and monitoring compliance with applicable legislative and regulatory requirements. The Board's policies met the requirements and no recommendations were issued.

The Board also approved a new police training facility to deliver first-class training to police officers. The new facility, in the Town of East Gwillimbury, will include features such as a firing range, areas for fitness and defensive training and classrooms.

I would like to thank my Board colleagues and Chief Jolliffe for their vision and leadership, along with all members of York Regional Police for their work and partnerships in keeping York Region one of the safest places to live in Canada.



*Sitting: Chairman Frank Scarpitti, Mayor of the City of Markham, Provincial Appointee Bang-Gu Jiang, Vice-chair Barbara Bartlett, Virginia Hackson, Mayor of the Town of East Gwillimbury.*
*Standing: Provincial Appointee John Molyneaux, Regional Municipality of York Chairman and Chief Executive Officer Wayne Emmerson, Provincial Appointee Sam Herzog.*

# MESSAGE FROM THE CHIEF

**ERIC JOLLIFFE** O.O.M., BA, MA, CMM III
Chief of Police, York Regional Police

On behalf of all the men and women of York Regional Police, I am pleased to present the 2014 Annual Report to the community and our members.

I am proud of the members of this police service, both civilian and sworn, whose hard work and dedication results in York Region being one of Canada's safest communities. Our people are why York Regional Police is considered provincial and national leaders in so many areas and we continue to build innovative programs, establish strong community partnerships and enhance our outreach to all our communities.

I'm happy to say the overall crime rate in York Region continues to decline and in 2014 we saw a decrease of 2.9 per cent. Members of the York Regional Police Services Board and the Regional Municipality of York continue to support our police service in our efforts and they have our sincere thanks.

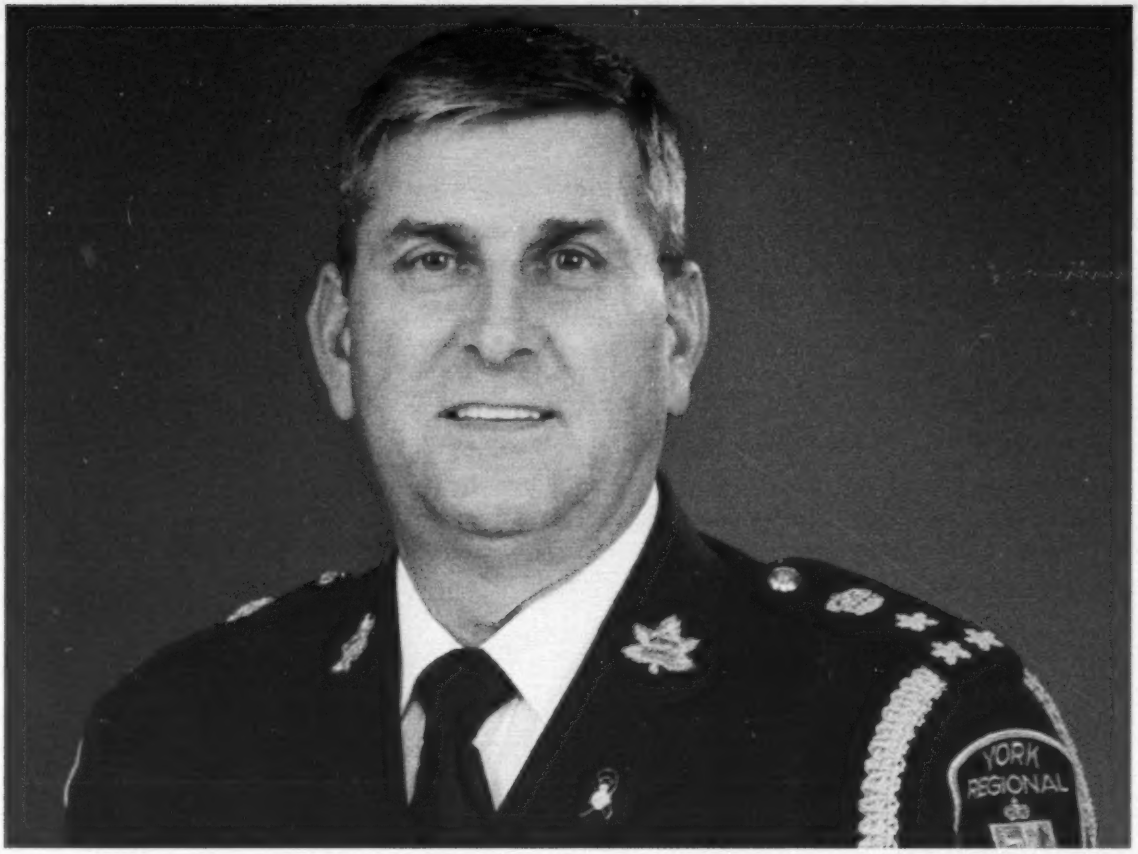
In the following pages you will find some examples of our success, including the removal of guns and drugs from our streets, the creation of a short film with the goal of ending youth violence, a feature on our first female Tactical Flight Officer and our Canine Unit's 25th anniversary. I hope you enjoy the read.

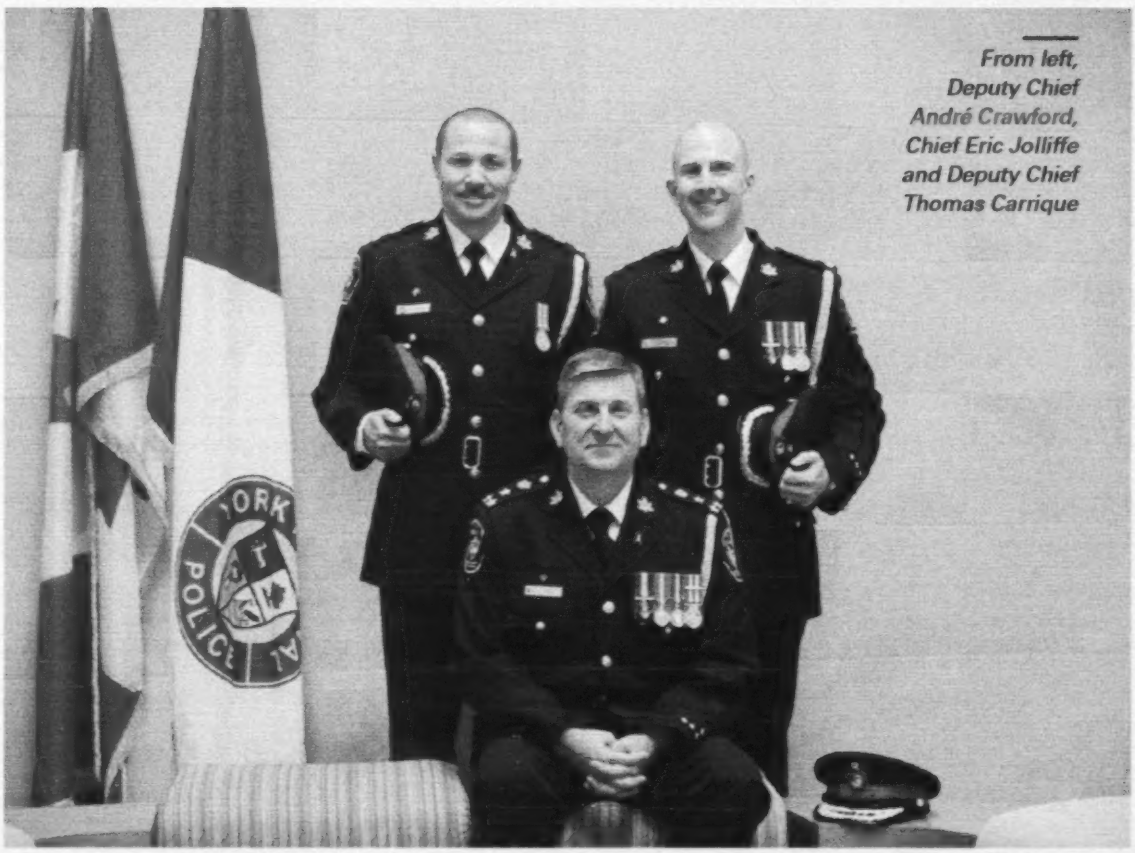
We will continue to serve our unique and diverse community with a passion for policing and a strong commitment to community safety.

Deeds Speak.

---

*The 1,529 sworn officers and 605 civilian members of York Regional Police are proud to ensure the 1.1 million residents of York Region are safe and secure through excellence in policing.*




*From left, Deputy Chief André Crawford, Chief Eric Jolliffe and Deputy Chief Thomas Carrique*

# #1 DISTRICT

## PELLET GUN INVESTIGATION ON TARGET

The guns they used are considered imitation firearms, but a pair of East Gwillimbury teenagers faced serious weapons charges after a string of pellet gun incidents in York Region.

Two male suspects, 17 and 18, were arrested after officers in the #1 District Criminal Investigations Bureau launched an investigation into five pellet gun shootings between September 5 and 21. In each incident, victims were targeted at random and shot with a pellet gun near Davis Drive and Leslie Street in Newmarket.

One victim had his car window shattered and received minor injuries after he was shot at while waiting at an intersection. Three more were shot and injured while walking or jogging on the sidewalk. Another was shot while barbecuing on his back porch.

The area had also been the subject of a rash of property damage believed to be caused by pellet guns, including broken windows on cars and houses.

"Nobody deserves or expects to be hurt while they are out enjoying their neighbourhood," said Superintendent Mark Brown. "Residents can breathe a sigh of relief and feel much safer leaving their homes with these people brought into custody."

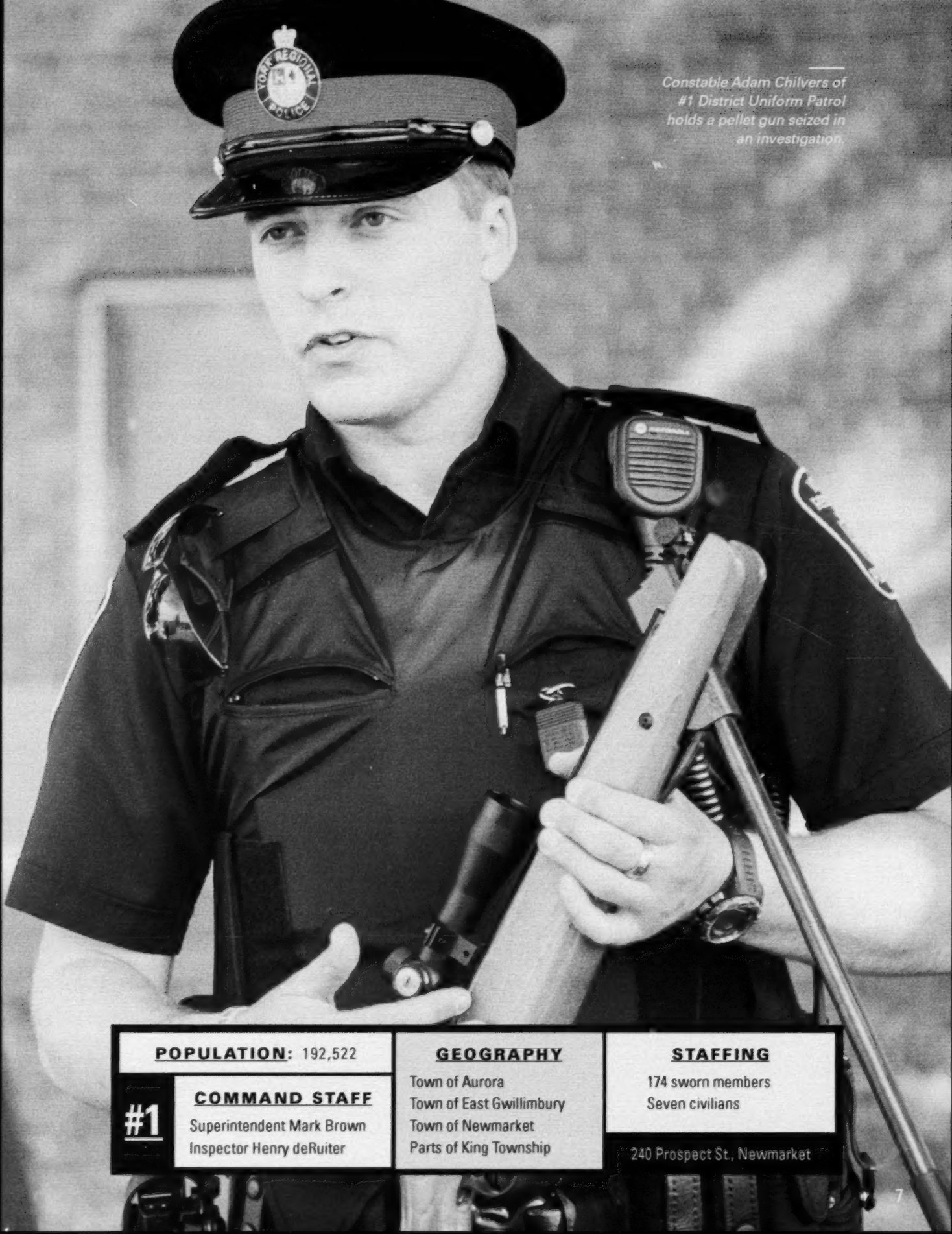
Pellet guns are not regulated weapons and require no registration, but because the pellet guns were used to harm people, the suspects were charged criminally.

Still, the teenagers could have faced worse consequences had they encountered police while brandishing a pellet gun that closely resembled a real firearm. Police treat all firearms as genuine until an investigation determines otherwise.

The two individuals were also alleged to be connected to a break and enter at a property in East Gwillimbury, where suspects stole a large amount of scrap metal and sold it to a dealer in Georgina.

"This is a great example of how the persistence of investigators around one crime can lead to important arrests for other crimes as well," said Superintendent Brown.

Both suspects were charged with Assault Causing Bodily Harm and four counts of Assault with a Weapon. Police also laid numerous other charges, including Theft Over $5,000, Possession of Property Obtained by Crime Over $5,000, Possession of Break-in Instruments, Break and Enter with Intent and eight counts of Mischief Under $5,000.




*Constable Adam Chilvers of #1 District Uniform Patrol holds a pellet gun seized in an investigation.*

**#1**

**POPULATION:** 192,522

**COMMAND STAFF**

Superintendent Mark Brown
Inspector Henry deRuiter

**GEOGRAPHY**

Town of Aurora
Town of East Gwillimbury
Town of Newmarket
Parts of King Township

**STAFFING**

174 sworn members
Seven civilians

240 Prospect St., Newmarket

*Ken McNay,*
*son of Canadian Forces*
*Private Robert McNay*

**POPULATION:** 293,465

**#2**

**COMMAND STAFF**

Superintendent Graham Beverly
Inspector Maria Ahrens

**GEOGRAPHY**

Town of Richmond Hill
Thornhill areas of the
Cities of Markham
and Vaughan

**STAFFING**

207 sworn members
Seven civilians

171 Major Mackenzie Dr. W., Richmond Hill

## THE NOT-SO-AMAZING SPIDERMAN

Cutting-edge technology, including flexible spy cams, parabolic listening devices and precious-metal testers, helped a prolific thief steal a trove of historic treasures from dozens of homes in the Greater Toronto Area (GTA). But a simple traffic stop in January 2014 set off a chain of events that led to his arrest by investigators in the #2 District Criminal Investigations Bureau.

The thief had often gone to extreme lengths to break into the homes, many of which had sophisticated security systems. The suspect had used spy devices, scaled walls and entered through skylights, leading officers to dub the investigation Project Spiderman.

"It was obvious this suspect had been doing this for a very long time with no intention of stopping," said Superintendent Graham Beverly.

The suspect was pulled over by the Toronto Police Service on a routine traffic stop in January, where he was found with stolen silverware on the passenger seat. Following his arrest, officers from Toronto joined investigators from York Regional Police, who had been investigating the suspect for months. Several search warrants were executed across the province and stolen goods were recovered, some decades old.

The investigation also reunited one man with his late father's precious war medals.

Found when a search warrant was executed at a storage trailer in Arnstein, Ont., the medals were restored and framed by officers in the Property Crime Section before they were returned to the family.

In 1989 or 90, First World War medals awarded to Canadian Forces Private Robert McNay were stolen from his son Ken's apartment in Toronto.

Ken had cherished the medals so much he eventually had them replaced by the Department of National Defense.

The original medals were back on Ken's wall after they were presented to him and his sister Dona at a press conference held in Richmond Hill on April 25.

"These guys don't quit, they just keep digging," Ken told reporters at the press conference.

A 43-year-old Bradford man has been charged with 31 counts of Break and Enter.

"To bring him to justice and at the same time return an important piece of history back to its rightful owner, was a great a satisfying accomplishment for us," Superintendent Beverly said.

## RIGHT PLACE, RIGHT TIME FOR INNISFIL MAN

When marine mechanic Chris Visser prepared to launch a client's boat on a sunny July afternoon in Innisfil, he didn't know he was about to come to the rescue of three boaters stranded far from shore on Lake Simcoe.

But Visser didn't hesitate when he heard a cry for help from the water just after 4 p.m. on July 15.

"I couldn't see him at first but I just called, and then he called, and I headed in the direction of his voice until I could pinpoint him," Visser said.

Visser pulled the teenager out of the water and was told that two others – a father and son – were still floating in the lake two kilometres away, near Fox Island. The three were renting a cottage in Innisfil and had gone fishing at around 2 p.m. in a paddle boat and small canoe.

They had nearly reached the island when waters began to get choppy and the boats capsized. One of the teens swam for shore through three-foot waves in search of help.

"He's the one who deserves the credit for swimming in that far," the 31-year-old mechanic said of the teen. "But I had a sinking feeling in my gut, because I thought their boat had gone under."

With the swimmer's help, Visser drove his boat to the man and his son, who were still clinging to the paddle boat. He had just pulled the two remaining boaters from the water when members of the York Regional Police Marine Unit arrived on their flagship vessel, Naawij.

Police had begun receiving calls from members of the public standing on shore at 4 p.m. People had noticed two men trying desperately to overturn a sinking paddle boat.

The three boaters were exhausted and cold, but uninjured. While the group had brought along three personal flotation devices, nobody was wearing one when the high waves crested over the boat.

"Passengers on board any boat, be it a canoe, paddle boat or even a large yacht, should consider wearing a personal flotation device at all times," advised Staff Sergeant Greg Williams of the Marine Unit.

The following day, police returned to Sandy Cove Marine Services – Visser's workplace – to thank the mechanic for his quick reaction.

"When you're out on the lake you should always keep an eye out for others in distress as you may be the only person in a position to save someone's life," said Staff Sergeant Williams.

*Sergeant Tom Saito and Constable Zach Goldman Marine Unit*

The York Regional Police Marine Unit patrols approximately 750 square kilometres of Lake Simcoe and other waterways.

**POPULATION:** 46,866

**#3**

**COMMAND STAFF**

Superintendent Bruce West
Inspector Angelo DeLorenzi

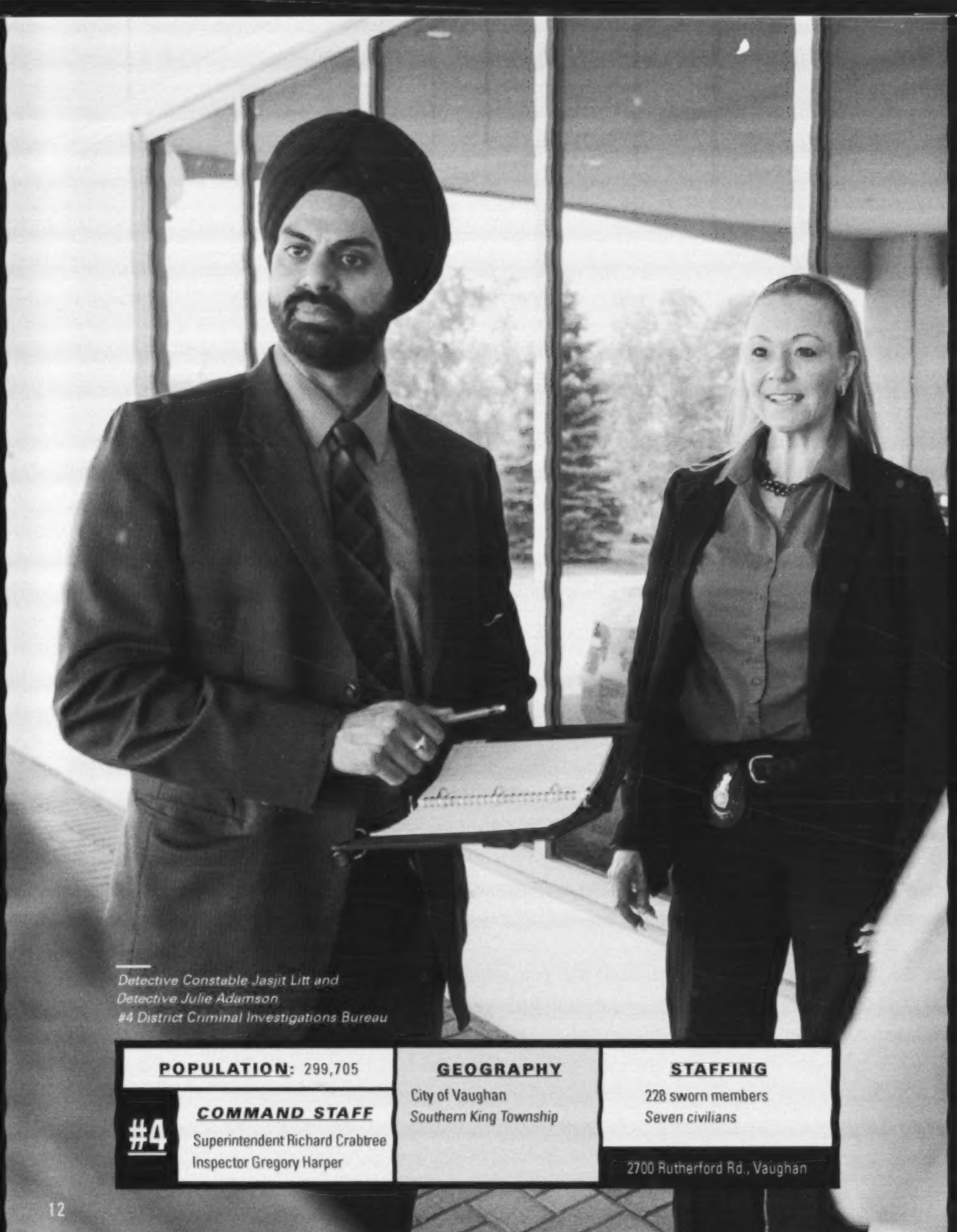
**GEOGRAPHY**

Town of Georgina

**STAFFING**

100 sworn members
Four civilians

3527 Baseline Rd., Sutton



*Detective Constable Jasjit Litt and*
*Detective Julie Adamson*
*#4 District Criminal Investigations Bureau*

**POPULATION:** 299,705

**#4**

**COMMAND STAFF**

Superintendent Richard Crabtree
Inspector Gregory Harper

**GEOGRAPHY**

City of Vaughan
*Southern King Township*

**STAFFING**

228 sworn members
*Seven civilians*

2700 Rutherford Rd., Vaughan

# #4 DISTRICT

## GETTING AHEAD OF ASSAULT SUSPECTS

Investigators with the #4 District Criminal Investigations Bureau arrested two suspects after a 14-year-old banquet hall employee was assaulted at a wedding in Vaughan.

The young victim had stepped outside the front doors of the banquet hall shortly after midnight on November 8 to ask a group of wedding guests to bring their alcohol back inside. He was viciously headbutted by one of the guests and transported to hospital with a broken nose.

The suspect then quickly fled the scene, alongside another male guest.

Police were able to arrest the assault suspect on November 28, after requesting the help of the public and sharing surveillance footage of the violent attack on social media.

His accomplice, who assisted him in fleeing the scene, was arrested the day before.

"It is important for us to be vigilant throughout an investigation like this one, even if it takes several weeks," said Superintendent Richard Crabtree.

"It becomes no less important to us to find these suspects, whether it be on the day of the crime or several weeks later," he said.

The investigation began two days after the incident, when the injured boy came to police with his family.

The video was posted to the York Regional Police YouTube channel, where it received more than 75,000 views. Surveillance footage was also featured on many mainstream news outlets throughout the Greater Toronto Area.

Before issuing a media release, investigators had difficulty gaining information about the suspects from witnesses and others in attendance at the wedding.

"In crimes like this, members of the public want to help identify suspects and they play an important role in solving a crime," said Superintendent Crabtree.

"Between social media and traditional media outlets, we have some very powerful tools at our disposal when it comes to bringing these suspects before the courts," he added.

A 22-year-old man was charged with Assault and Assault Causing Bodily Harm, while a 19-year-old man was charged with Accessory After the Fact.

# #5 DISTRICT

## JUMPING THE GUN

Thanks to #5 District officers, two men have been charged with weapons offences and a dangerous firearm has been removed from the streets after a confrontation on October 9.

Officers were on foot patrol in Markham when they encountered two frantic males yelling for the police.

They told police they had come from a local karaoke bar where there were people inside with guns.

Officers immediately attended the scene where they observed two men matching the suspects' description.

The two men were making their way toward a waiting vehicle when the officers ordered them to stop and walk toward them with their hands up.

Both males ignored the request and continued towards the vehicle. Officers made a second demand, before arresting the men at gunpoint.

Once the suspects were secure, police located a loaded SIG Sauer handgun under the vehicle and seized it as evidence.

"Whenever we can take a handgun off the streets, we are increasing the safety and security of our citizens," said Superintendent Graeme Turl.

Both were charged with numerous weapons offences, including Possession of a Firearm, Careless Use of a Firearm, Carrying a Concealed Weapon and Possession of Property Obtained by Crime.

"Residents in our community deserve to go out and spend quality time in public without worrying about the danger of people carrying weapons," said Superintendent Turl.

"Both of these suspects had a history of using weapons – they obviously hadn't learned their lesson."

The incident also highlighted the value of regular foot patrol duty for uniform officers.

Police visibility provides security for the community, deters crime and allows officers to learn what is normal activity in a particular area – and what is not – which helps keep our region safe.

*Constable Darren Wong*
*#5 District Uniform Patrol*

**POPULATION:** 312,182

**#5**

**COMMAND STAFF**

Superintendent Graeme Turl
Inspector Chris Bullen

**GEOGRAPHY**

City of Markham
Town of Whitchurch-Stouffville

**STAFFING**

216 sworn members
Seven civilians

8700 McCowan Rd., Markham

PROJECT

## ALBERTTOWN

JFO

SYNOPSIS:

A 10-month operation resulted in the largest methamphetamine bust in Ontario's history, with roughly $40 million worth of product recovered from three separate sites, including one guarded by a camouflaged bear trap.

**$81,000 & 5 VEHICLES**
SEIZED AS RESULT

**5 ARRESTS**
13 CHARGES

APPROXIMATE COST:
**$86,416**

**110,483** METH PILLS

**120 kg**
OF PURE METH

**14 kg**
OF METH POWDER

PROJECT

## LAKELAND

JFO

SYNOPSIS:

After two stolen vehicles were recovered by the Canada Border Services Agency in Halifax N.S., a joint-forces operation was initiated targeting criminals transporting dozens of stolen cars overseas.

**29 VEHICLES**
WORTH
**$1,120,000**
HEADING TO AFRICA

**7 ARRESTS**
46 CHARGES

**15 g**
OF HEROIN

**$11,000**
IN CASH SEIZED

APPROXIMATE COST:
**$46,130**

PROJECT

## BATTERY

JFO

SYNOPSIS:

Several Asian organized crime syndicates were crippled by Project Battery, a joint-forces operation that launched in 2013 and culminated in 2014 with nearly 100 arrests.

APPROXIMATE COST:
**$950,000**

**94 ARRESTS**
507 CHARGES

**$350,000**
IN CASH SEIZED

**7 kg**
OF COCAINE

**1 kg**
OF HEROIN

**1.3 kg**
OF CRACK SEIZED

PROJECT

## NOSEDIVE

JFO

SYNOPSIS:

After the armed takeover of an armoured truck in which gunshots were exchanged, investigators from both the Toronto Police Service and York Regional Police launched a six-month investigation.

**SIX-MONTH INVESTIGATION**

**4 ARRESTS**
52 CHARGES

**$100,000**
IN CASH STOLEN

.45 CALIBRE PISTOL, COCAINE, MARIHUANA & HASHISH SEIZED

# JOINT-FORCES OPERATIONS & INTERNAL TASK FORCES

Every year, York Regional Police is involved in investigations that make our community a safer place. Our dedicated investigators remove harmful drugs and weapons off our streets, dismantle complex organized crime syndicates, return stolen property to its rightful owners and bring dangerous criminals before the courts.

But the men and women of York Regional Police would not enjoy this success without strong partnerships, within our own organization and with other police services, government and community agencies.

A joint-forces operation (JFO) is an investigation pooling resources from two or more police services.

An internal task force (ITF) is an investigation that involves two or more units within York Regional Police.

# PARTNERSHIPS:

Canada Border Services Agency

Agence des services frontaliers du Canada

PROJECT

## IMPOSTER

ITF

SYNOPSIS:

Launched in January 2014 and spanning five months, a York Regional Police internal task force was successful in dismantling an active methamphetamine lab.

**14 g** OF KETAMINE

**4 g** OF CRYSTAL METH

**757** ECSTASY PILLS

**27 g** OF MARIHUANA

**$2205** IN CASH SEIZED

**6 ARRESTS** 72 CHARGES

PROJECT

## BULLSHARK

ITF

SYNOPSIS:

Spearheaded by the Drugs and Vice Unit, Project Bullshark was launched in August 2014 and culminated in four successful search warrants executed in October 2014.

**$16,000** WORTH OF DRUGS

**2 ARRESTS** 48 CHARGES

APPROXIMATE COST: **$6,450**

**121 vials** OF STEROIDS

**3,300** STEROID CAPSULES

1 INFINITY G35

PROJECT

## TRADEMARK

ITF

SYNOPSIS:

Investigators in #2, #4 and #5 District Criminal Investigations Bureaus launched an internal task force to target a group committing dozens of break and enters across the south end of York Region.

**SIX-MONTH INVESTIGATION**

**4 ARRESTS** 25 CHARGES

POLICE BELIEVE THE GROUP WAS RESPONSIBLE FOR ROUGHLY **25** BREAK AND ENTERS IN YORK

**2 HANDGUNS & $68,000** IN STOLEN GOODS RECOVERED

PROJECT

## COMMUTER

ITF

SYNOPSIS:

Led by the Auto/Cargo Theft Unit, investigators involved in Project Commuter targeted two distinct crime groups stealing vehicles from local plazas and commuter parking lots at train stations.

**2 GROUPS** TARGETED, BELIEVED TO BE RESPONSIBLE FOR **52 THEFTS** IN TORONTO AND YORK REGION

**6 VEHICLES** RECOVERED, WORTH **$200,000**

**4 ARRESTS** 90 CHARGES

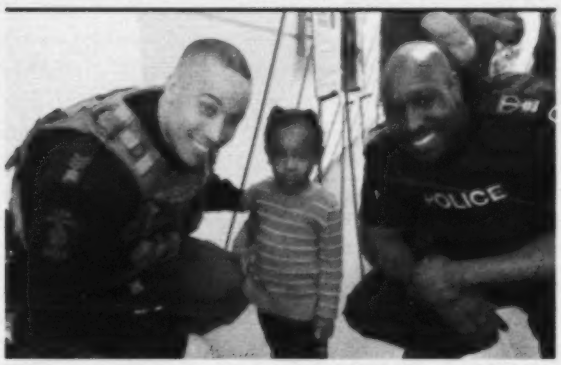
# 2014 IN THE COMMUNITY

FEBRUARY 8

## POLAR PLUNGE

FEBRUARY 8

## BLACK HISTORY MONTH




MARCH 24

## BOWL FOR KIDS' SAKE

APRIL 6

## INTERNATIONAL DAY FOR THE ELIMINATION OF RACIAL DISCRIMINATION

APRIL 14

## MOUNTED CEREMONIAL UNIT LAUNCH

MAY 1

## FIRST RESPONDERS DAY

MAY 3

## ASIAN HERITAGE MONTH

MAY 10

## POLICE WEEK OPEN HOUSE

MAY 13

## POLICE APPRECIATION NIGHT

MAY 31

## iRUN & ROCK

The vision of York Regional Police - to make a difference in our community - is only made possible by strengthening our connections with community partners. We forge those partnerships and engage our citizens through outreach events throughout the year. Here are several events York Regional Police shared with our community in 2014.

JUNE 4

**TORCH RUN IN SUPPORT OF SPECIAL OLYMPICS ONTARIO**

JUNE 22

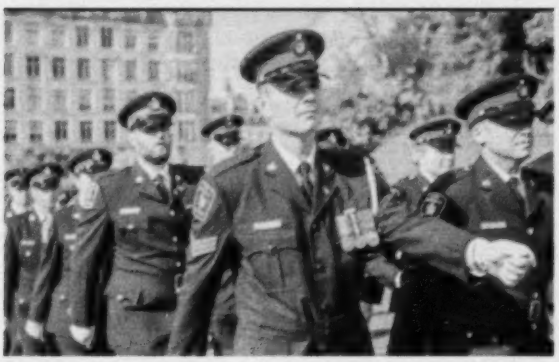
**RIDE 4 STYLES**

JUNE 27

**COMMUNITY SAFETY VILLAGE GOLF TOURNAMENT**

SEPTEMBER 28

**NATIONAL POLICE MEMORIAL**



OCTOBER 18

**HALLOWEEN IN THE VILLAGE**

NOVEMBER 7

**VOLUNTEER APPRECIATION DINNER**

NOVEMBER 7

**#3 DISTRICT REMEMBRANCE DAY**

NOVEMBER 17

**YRP YOUTH FILM FESTIVAL**

DECEMBER 6

**HOLIDAYS IN THE VILLAGE**

DECEMBER 17

**MENORAH LIGHTING CEREMONY**

UNITED
WITH OUR
COMMUNITY

Stefan Delmedico's comical take on youth engagement impressed the judges at the YRP Youth Film Festival.

Some mid-afternoon doodles and an inexpensive trip to Canadian Tire seemed like an unlikely genesis for a superhero.

But that's how Constables Doug MacRae and Tony Cedrone began to develop a Hollywood-style superhero to help York Regional Police build stronger relationships with youth. In November 2014, the police service introduced hundreds of kids to the superhero at the premiere of UNITED.

The six-minute film, funded by the Provincial Anti-Violence Intervention Strategy (PAVIS) and made possible due to the dedication of dozens of volunteers, was created with one vision: Police and youth working together to end youth and gang violence.

The hero's costume? Nothing more than a variety of items found at Canadian Tire. But the low budget did not detract from the priceless reward, steering young kids away from a life of crime.

"These officers were looking for a creative new way to express their passion for crime prevention and youth engagement," said Superintendent Carolyn Bishop. "They put their past skills in film, art and design to use to make a lasting impression with kids in our community."

That impression was left on more than 200 teens in attendance at the inaugural York Regional Police Youth Film Festival on November 18, where UNITED was launched. The festival saw nine of the region's most talented young filmmakers try their hand at promoting a positive relationship between police and youth.

Aspiring director Stefan Delmedico impressed the crowd and a panel of judges at Cineplex Colossus Cinemas in Vaughan, taking home first-prize with his film *Neighbourhood Watch*. The 17-year-old drama student got the chance to highlight his accomplishment with an appearance on *Canada AM* the following day.

"I took the comedic route and I wasn't sure if that was what the judges were looking for, but I'm glad everyone enjoyed it," Delmedico said of his film, which featured an overzealous, teenage wannabe cop trying to keep his streets safe.

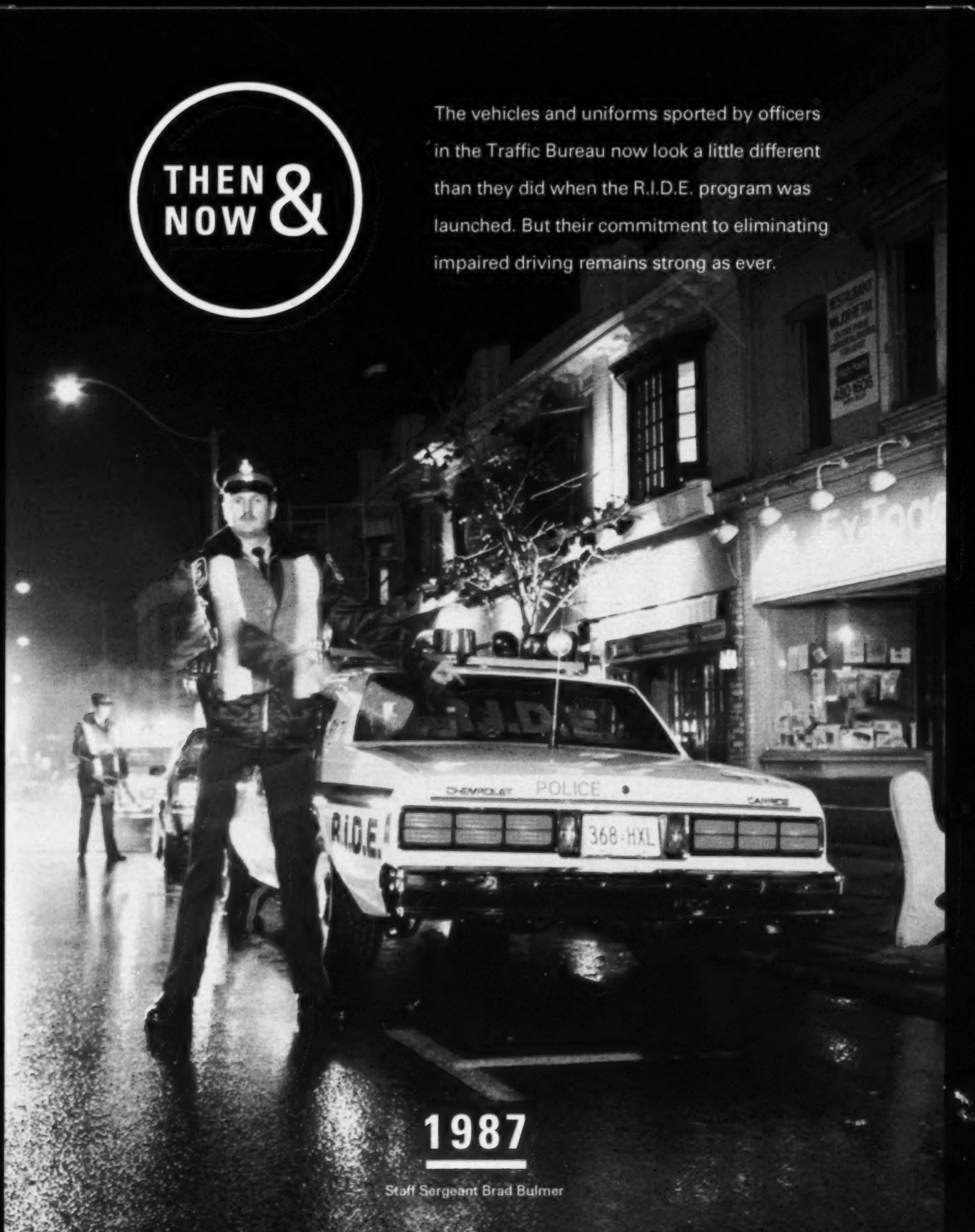
## AN ARTFUL END TO YOUTH VIOLENCE

Film wasn't the only medium making an impact with youth in 2014. Between May and June, the police service hosted an End Youth Violence Arts Contest, inspired by the passion of local poet Nadine Williams.

The contest saw young artists submitting their songs, GIFs (a series of digital images), poetry, prose and visual art in an effort to combat youth violence. Nicole Zhao, 15, won top honours for her untitled painting, embodying the physical and emotional effects of abuse.

# THEN & NOW

The vehicles and uniforms sported by officers in the Traffic Bureau now look a little different than they did when the R.I.D.E. program was launched. But their commitment to eliminating impaired driving remains strong as ever.




**1987**

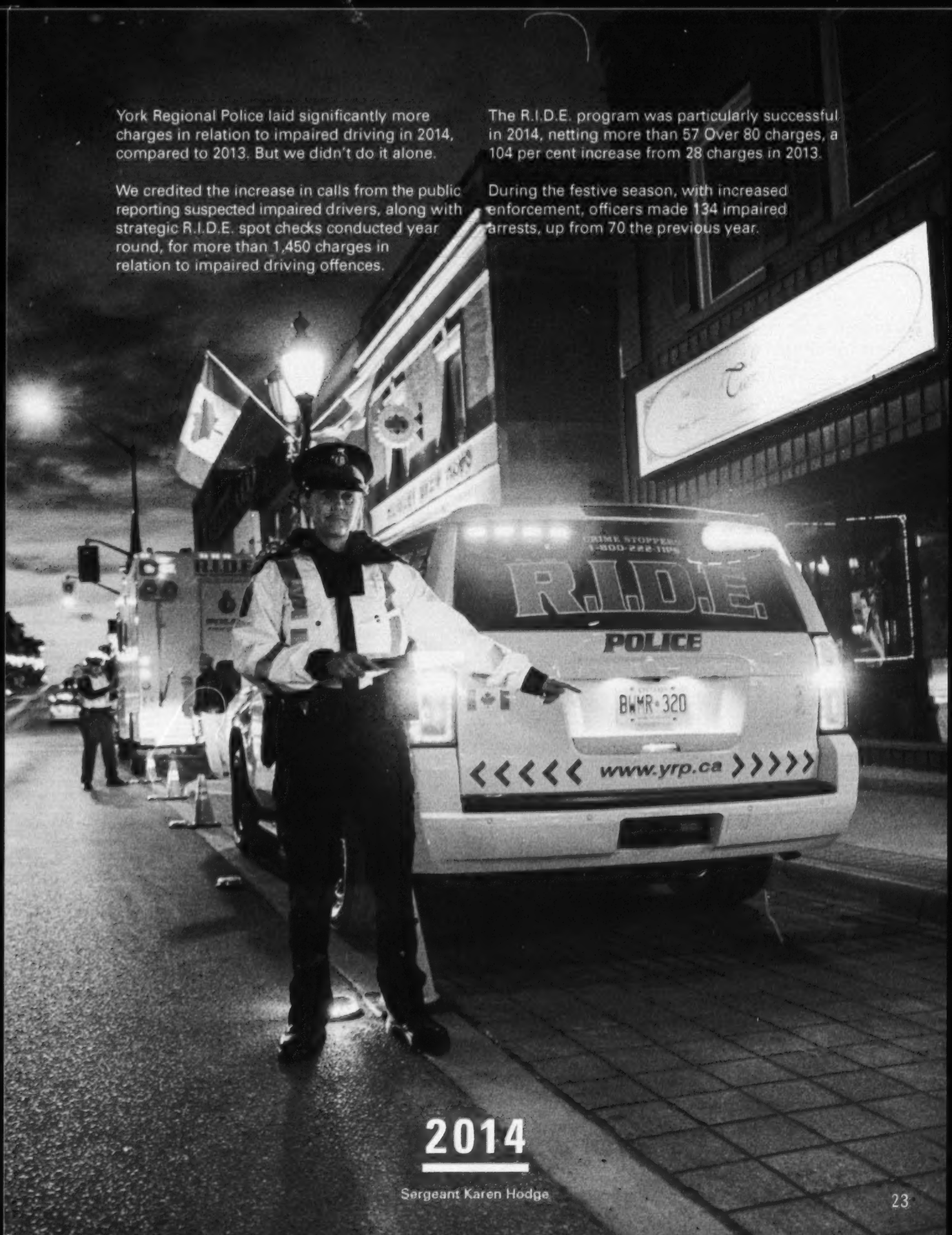
Staff Sergeant Brad Bulmer

York Regional Police laid significantly more charges in relation to impaired driving in 2014, compared to 2013. But we didn't do it alone.

We credited the increase in calls from the public reporting suspected impaired drivers, along with strategic R.I.D.E. spot checks conducted year round, for more than 1,450 charges in relation to impaired driving offences.

The R.I.D.E. program was particularly successful in 2014, netting more than 57 Over 80 charges, a 104 per cent increase from 28 charges in 2013.

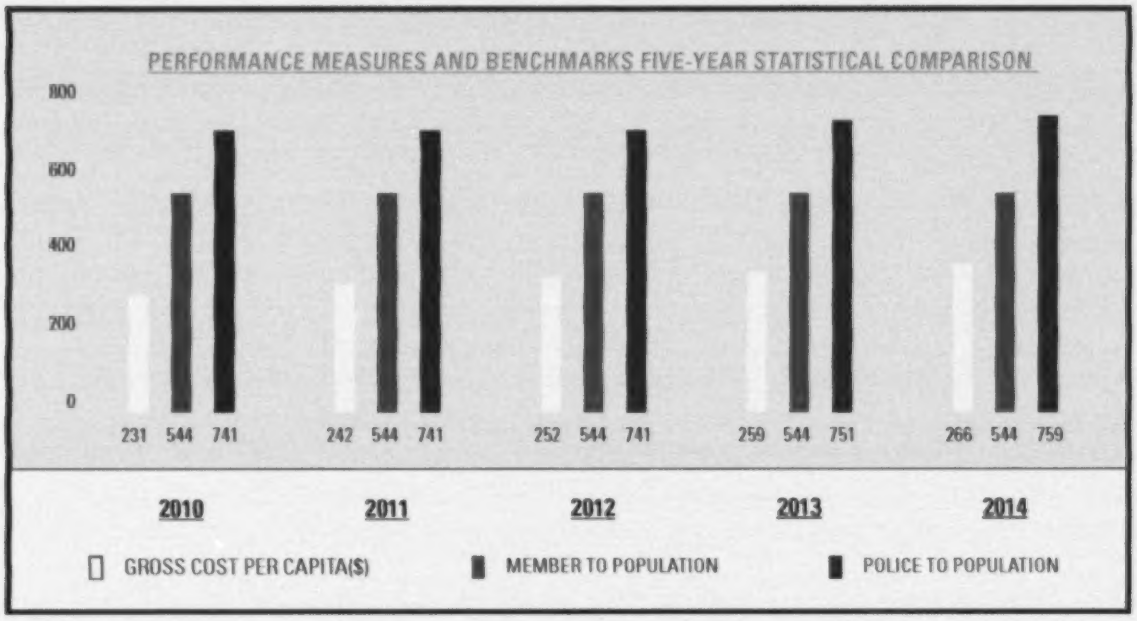
During the festive season, with increased enforcement, officers made 134 impaired arrests, up from 70 the previous year.




# 2014

Sergeant Karen Hodge

# 2014 STATISTICS




| PUBLIC COMPLAINTS | 2013 | 2014 | VARIANCE |
|---|---|---|---|
| NUMBER OF COMPLAINTS | 122 | 115 | -5.74% |
| INVOLVED OFFICERS | 170 | 179 | 5.29% |
| FORMAL RESOLUTION - ACTION | 0 | 0 | N/C* |
| FRIVOLOUS, VEXATIOUS, BAD FAITH | 0 | 4 | N/C* |
| OVER SIX MONTHS | 8 | 8 | 0.00% |
| WITHDRAWN | 11 | 13 | 18.18% |
| NOT DIRECTLY AFFECTED | 0 | 1 | N/C* |
| UNSUBSTANTIATED | 16 | 8 | -50.0% |
| POLICY/SERVICE | 0 | 1 | N/C* |
| INFORMAL RESOLUTION | 14 | 14 | 0.00% |
| INFORMAL DISCIPLINE | 1 | 1 | 0.00% |
| NON-JURISDICTIONAL | 0 | 0 | N/C* |
| DIRECTED BY OIPRD | 1 | 2 | 100% |
| NOT ACCEPTED BY OIPRD | 48 | 48 | 0.00% |
| REVIEW REQUESTED | 6 | 6 | 0.00% |
| OUTSTANDING FILES | 23 | 15 | -34.78% |
| OFFICERS DISCIPLINED | 1 | 1 | 0.00% |

*not calculable

*The Cost per Capita represents expenditures divided by the population of the area serviced by York Regional Police, rounded to the nearest dollar. Member to Population counts represent the population divided by the number of police officers and civilian staff. Police to Population represents the population divided by the number of police officers.*

**9-1-1 CALLS RECEIVED**

**233,666**

**CRIMINAL AND FEDERAL VIOLATIONS**

**30,962**

**CRIMINAL TRAFFIC VIOLATIONS**

**4,223**

# TRAFFIC STATISTICS

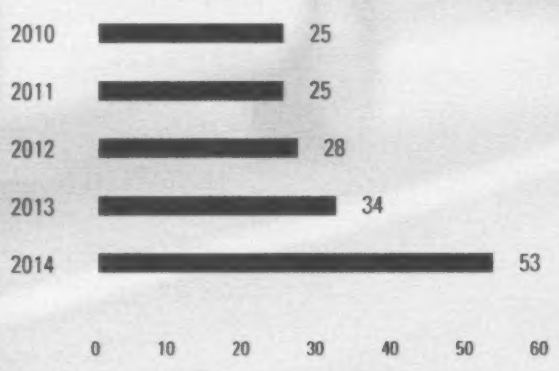
REPORTABLE MOTOR VEHICLE COLLISIONS

| | 2012 | 2013 | 2014 |
|---|---|---|---|
| COLLISIONS | 18,624 | 17,852 | 15,590 |

PROVINCIAL OFFENCE NOTICES COMPARISON

| | 2012 | 2013 | 2014 |
|---|---|---|---|
| OFFENCES | 116,074 | 116,693 | 122,701 |

FIVE-YEAR PURSUITS COMPARISON




Staff Sergeant Brad Bulmer was honoured to receive the 2014 National Police Award for Traffic Safety and Road Safety Lifetime Achievement Award from the Canadian Association of Chiefs of Police.

Retiring in 2014, Bulmer spent more than 24 years of his 35-year career with York Regional Police working in the Traffic Bureau.

# VICTIM SERVICES

**ON-SCENE OCCURRENCES**

| | 2013 | 2014 | VARIANCE |
|---|---|---|---|
| OCCURRENCES | 419 | 401 | -4.3% |

**TELEPHONE CRISIS CALLS/ OFFICE VISIT OCCURRENCES**

| | 2013 | 2014 | VARIANCE |
|---|---|---|---|
| OCCURRENCES | 6,582 | 8,341 | 26.7 |

**TOTAL CLIENTS SERVED**

| | 2013 | 2014 | VARIANCE |
|---|---|---|---|
| CLIENTS SERVED | 5,602 | 7,938 | 41.7 |
| FEMALE | 3,580 | 5,845 | 63.3 |
| MALE | 655 | 1,025 | 56.5 |
| CHILDREN | 1,367 | 1,068 | -21.9 |

# YOUTH CRIMES

**YOUTH CRIME COMPARISON**

| | 2013 | 2014 |
|---|---|---|
| YOUTHS CHARGED | 682 | 614 |
| PROCESSED BY OTHER MEANS | 2,010 | 1,975 |
| TOTAL | 2,692 | 2,589 |

# 2014 STATISTICS

| COST OF POLICING 2014 | BUDGET | ACTUAL | VARIANCE |
|---|---|---|---|
| WAGE COSTS | $259,489,500 | $265,735,674 | -$6,246,174 |
| ADMINISTRATIVE EXPENSE | $9,052,000 | $9,188,024 | -$136,024 |
| PROGRAM-RELATED EXPENSE | $7,554,000 | $7,922,303 | -$368,303 |
| PROFESSIONAL SERVICES EXPENSE | $382,500 | $427,328 | -$44,828 |
| OCCUPANCY EXPENSE | $7,752,900 | $7,477,484 | $275,416 |
| REPAIRS AND MAINTENENCE EXPENSE | $4,683,800 | $4,765,152 | -$81,352 |
| FINANCIAL ITEMS | $8,404,300 | $7,948,831 | $455,469 |
| CONTRIBUTIONS TO RESERVES | $7,450,000 | $7,024,092 | $425,908 |
| INTERNAL CHARGES | $3,408,100 | $2,398,796 | $1,009,304 |
| ASSET ACQUISITIONS | $1,007,300 | $904,457 | $102,843 |
| TOTAL EXPENDITURES | $309,184,400 | $313,792,140 | -$4,607,740 |
| TOTAL REVENUES | -$26,434,800 | -$36,749,182 | $10,314,382 |
| NET POSITION | $282,749,600 | $277,042,958 | $5,706,642 |

| SELECTED VIOLATIONS THREE-YEAR TRENDS | | Crimes Against Persons | Crimes Against Property | Other Criminal Code | Weapons Violations | Public Morals Violations | Total Criminal Code Violations | Drug Violations | Other Federal Violations | Total Criminal Code and Fed. Violations* | Criminal Code Traffic Violations |
|---|---|---|---|---|---|---|---|---|---|---|---|
| 2012 | ACTUAL | 6,613 | 20,570 | 2,841 | 394 | 216 | 30,634 | 2,704 | 257 | 33,595 | 3,704 |
| | CLEARANCE RATE | 79.0 | 46.9 | 93.6 | 79.4 | 62.5 | 58.7 | 97.6 | 97.7 | 62.1 | 38.4 |
| | RATE | 596.53 | 1,855.54 | 256.28 | 35.54 | 19.48 | 2,763.38 | 243.92 | 23.18 | 3,030.48 | 334.12 |
| 2013 | ACTUAL | 6,080 | 19,283 | 2,849 | 348 | 182 | 28,742 | 2,537 | 219 | 31,498 | 4,040 |
| | CLEARANCE RATE | 80.8 | 47.3 | 90.2 | 77.6 | 68.1 | 59.2 | 97.2 | 99.5 | 62.5 | 34.4 |
| | RATE | 537.87 | 1,705.88 | 252.04 | 30.79 | 16.10 | 2,542.67 | 224.44 | 19.37 | 2,786.48 | 357.40 |
| 2014 | ACTUAL | 6,108 | 18,207 | 2,955 | 389 | 206 | 27,865 | 2,870 | 227 | 30,962 | 4,223 |
| | CLEARANCE RATE | 78.6 | 44.2 | 91.8 | 87.9 | 68.0 | 57.6 | 99.1 | 98.2 | 61.7 | 38.5 |
| | RATE | 533.56 | 1,590.46 | 258.13 | 33.98 | 18.00 | 2,434.13 | 250.71 | 19.83 | 2,704.67 | 368.90 |
| VARIANCE 13/14 | ACTUAL | 0.5 | -5.6 | 3.7 | 11.8 | 13.2 | -3.1 | 13.1 | 3.7 | -1.7 | 4.5 |
| | RATE | -0.8 | -6.8 | 2.4 | 10.4 | 11.8 | -4.3 | 11.7 | 2.4 | -2.9 | 3.2 |

*not including traffic

# THE SKY'S **THE LIMIT**

Introducing our first female Tactical Flight Officer, CONSTABLE **MINA RAHRAVAN**

When Constable Mina Rahravan goes to work, she has a different view of the world than most. And it's not just because she spends most of her working day hundreds of feet above the ground.

Rahravan, 39, patrols York Region from an altitude of 500 to 1,000 feet as the first female Tactical Flight Officer for York Regional Police. Her new cruiser – a single-engine light observation helicopter called Air2 – pierces through the sky at 200 km/h, granting her a view of the region few are lucky enough to see. But Rahravan adopted a broader perspective on life decades ago, while growing up amidst the chaos of war in Tehran, Iran.

"I grew up lacking peace and freedom and I set out to create what was lacking," Rahravan said. After becoming a York Regional Police officer in 2009, the perpetually smiling recruit was affectionately known by her platoon mates as "Ray of Sunshine" for her unwavering positivity. That positive outlook has not come easy, despite how easy Rahravan makes it look.

While she received her bachelor of arts degree in French translation in Tehran, she felt stifled in the troubled country. Rahravan dreamed of a career in aviation, but was told repeatedly that her dream would never come true in Iran. From there, she embarked on careers in fitness and sales across the globe before landing in York Region seven years ago. Along her journey, Rahravan mastered English, Spanish and French in addition to Farsi, her native language.

Her interest in a cultural, global dialogue and interaction with those from all walks of life have helped her excel in her first five years with the police service.

"When people have to interact with police, it's not always a good day for them," Rahravan explained. "In a diverse region like York, it's important for police to try to have cultural understanding. But I know that if they have a conflict and I don't understand it, I can't take it personally."

***"I NOW SEE AN OPPORTUNITY TO BRING YORK REGIONAL POLICE TO THE GLOBAL STAGE. THE SKY'S THE LIMIT."***

Rahravan's culturally-sensitive approach to policing elevated her to an esteemed appointment in June 2014 as one of four Canadian participants in a tour of the United States promoting interfaith dialogue and human rights. The three-week International Visitors' Leadership Program, hosted by the U.S. Department of State, allowed professional leaders like Rahravan to see cultural interactions in the U.S. first-hand.

The tour hit a nerve with the constable, who has experienced a plethora of cultures in her lifetime. She has made it her goal to showcase the connections York Regional Police makes with diverse communities.

"The trip was a wake-up call for me," said Rahravan. "I now see an opportunity to bring York Regional Police to the global stage. The sky's the limit."

Rahravan explores that limit daily, thriving in her new position with the Air Support Unit.

Fitness – another passion of Rahravan's – has become key to her success in the helicopter, where she works from the passenger seat alongside a pilot. Because of the turbulent, thin air at low altitudes, one hour of work in Air2 is the equivalent of three hours of physical exertion on the ground.

Rahravan made weightlifting and cardio exercise part of her daily regimen long before she joined the unit. As a recruit, she earned the William Grant Award for physical fitness. It has paid off, as peak physical fitness is crucial to any officer looking to take to the skies. But Rahravan doesn't go to the gym once every day. She is human, after all.

"Some days, I treat myself," she said. "I'll go twice."

# PROJECT ARIEL

A bustling Chinese restaurant, brimming with laughing teenage girls and joke-cracking cops, may have seemed like an odd sight at first glance. But the night out on the town was a fitting end to Project Ariel, a project that saw officers in the Drugs and Vice Unit building relationships with young people in the care of the Children's Aid Society. The project was conducted in partnership with the Ministry of Community Safety and Correctional Services.

After years of rescuing teenaged girls from the sex trade, Vice detectives noticed a trend - pimps and traffickers were frequently targeting girls living in group homes within York Region. The girls, some already victims of abuse or circumstance, are often seen as easy targets for predators wishing to lure them into the sex trade. In many cases, women and young girls involved in prostitution are forced into it through violence, threats of violence, coercion and trickery. York Regional Police considers these women and girls to be victims of crime and are committed to investigating all incidents relating to human trafficking and providing assistance to victims.

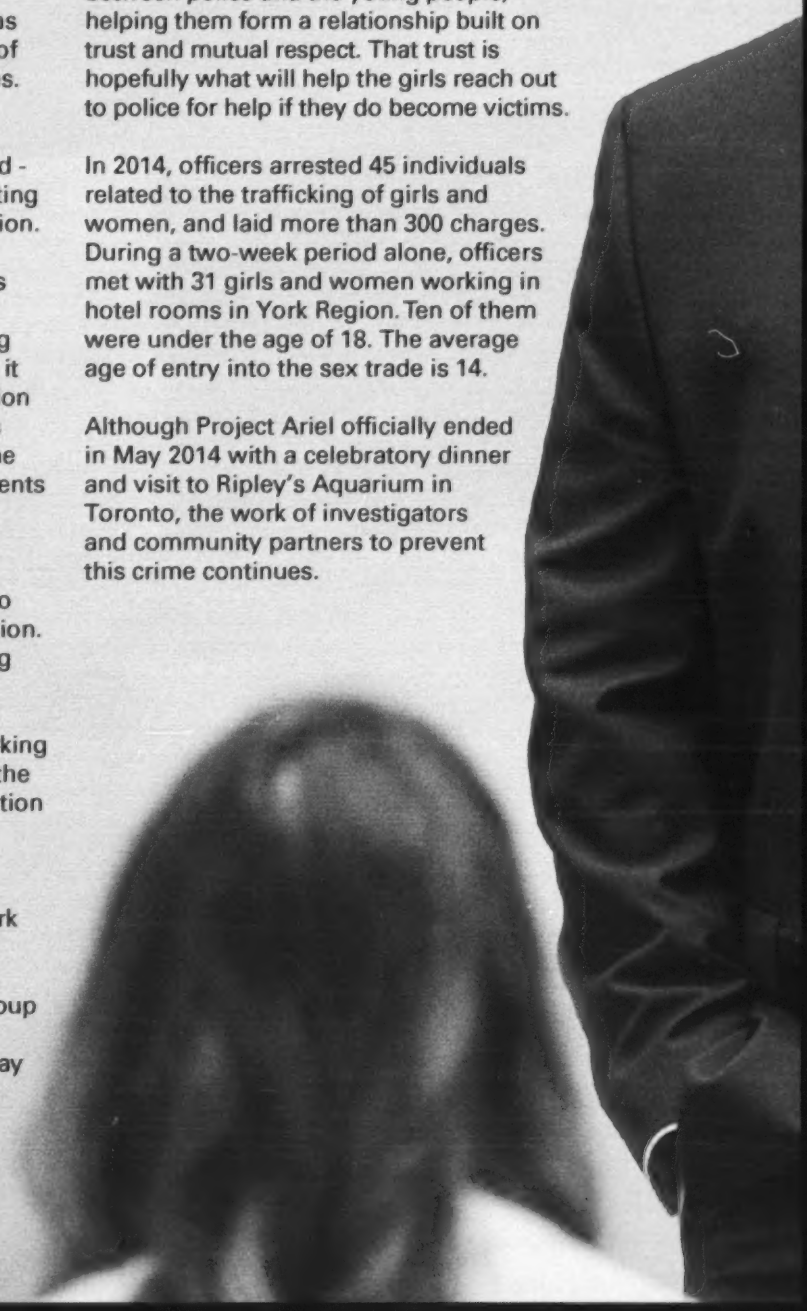
Project Ariel was a two-pronged approach to fighting this often hidden crime in York Region. Through enforcement and proactive policing efforts, the goal was to bring the crime of human trafficking from out of the shadows. Girls forced into the sex trade are often working out of hotels right here in York Region and the Greater Toronto Area and signs of victimization can often go unrecognized.

The year-long project saw members of the Vice Team visiting group homes around York Region. Working with community partners including the Children's Aid Society of York Region and 360°kids, the officers trained group home staff and child and youth workers to recognize the signs that girls in their care may have become involved in the sex trade.

Most importantly, officers were able to get to know residents of the homes in a casual environment. Over slices of pizza and casual conversation, the officers talked to girls about how pimps and traffickers groom and lure girls into the sex trade. They broke down barriers between police and the young people, helping them form a relationship built on trust and mutual respect. That trust is hopefully what will help the girls reach out to police for help if they do become victims.

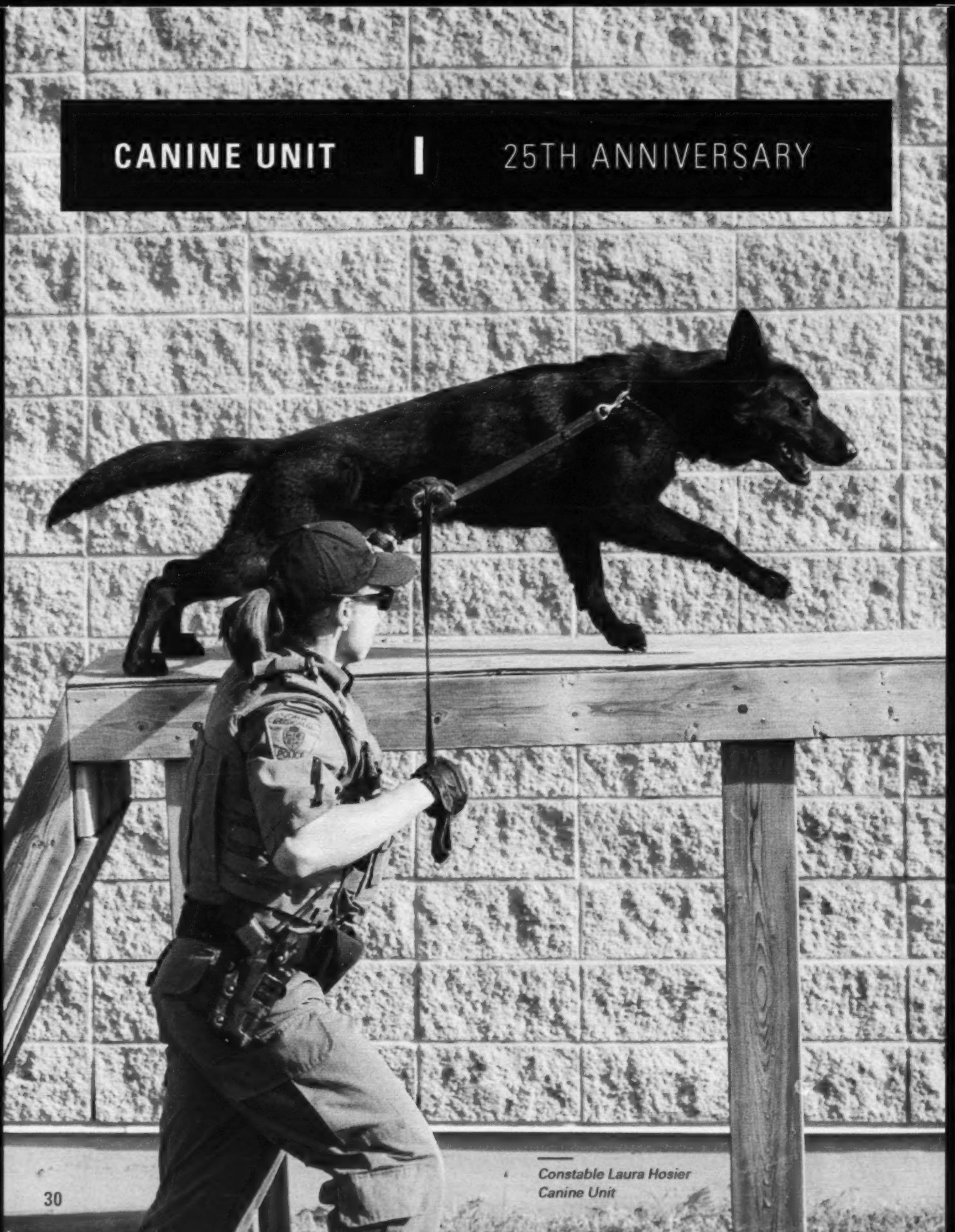
In 2014, officers arrested 45 individuals related to the trafficking of girls and women, and laid more than 300 charges. During a two-week period alone, officers met with 31 girls and women working in hotel rooms in York Region. Ten of them were under the age of 18. The average age of entry into the sex trade is 14.

Although Project Ariel officially ended in May 2014 with a celebratory dinner and visit to Ripley's Aquarium in Toronto, the work of investigators and community partners to prevent this crime continues.



*Detective Constables Michael Cook and Colin Organ | Drugs and Vice Unit*

# CANINE UNIT | 25TH ANNIVERSARY



*Constable Laura Hosier*
*Canine Unit*

Police services have an arsenal of resources at their disposal when it comes to community safety. In 2014, one of our most successful tools, the Canine Unit, celebrated 25 years in policing. The unit was originally comprised of four dogs when it launched in 1989, but now boasts a roster of 16 handler/canine teams who are available 24 hours a day, seven days a week. In the quarter-century since its inception, members of the unit have been responsible for more than 1,600 arrests and locating 100 people.

"What the statistics don't show is the story behind each arrest or find, nor does it capture the hours of discipline, training and teamwork it takes, often through difficult terrain, tracking dangerous offenders or searching for citizens' loved ones," said Deputy Chief Thomas Carrique.

Our canines are trained in tracking suspects, building searches, bomb, gun and narcotics detection, searching for missing people and much more.

So while the practice of policing is ever-evolving, it is reassuring to know our four-legged members will be constant, loyal members of our service, with their nose to the ground, sniffing out suspects and bringing people home.

If there was ever a fan club president for the Canine Unit, it would have been Lydia Sullivan. Her generous nature and kind heart saw her donate funds to purchase nine dogs throughout her 19-year friendship with YRP, before she passed away in 2008. One of her final requests was that a tree be planted in her name to provide shade for the dogs. On the 25th anniversary of the Canine Unit, the service unveiled Lydia's Tree.

# CONNECTING WITH OUR COMMUNITY

## COMMUNITY WATCH

Utilizing our strong social media presence, we initiated a localized Community Watch Facebook page for Keswick residents in the Town of Georgina. Community Watch takes the idea of Neighbourhood Watch and moves it online, allowing citizens to engage with their local crime prevention officer and discuss local crime trends, concerns and issues specific to their community.

## NEW WHITCHURCH-STOUFFVILLE SUBSTATION

In order to enhance our capacity to respond quickly and effectively to calls for service in the rapidly expanding Whitchurch-Stouffville area, the new community substation opened its doors on May 30. The substation better enables us to provide community-based policing and customer service options such as Police Information Checks, Police Vulnerable Sector Screening Checks, Police Criminal Background Checks and Real Time Identification Fingerprint Services.

## TEXT WITH 9-1-1

In October, York Regional Police was the second police service in Ontario to launch the new Text with 9-1-1 service, which allows citizens who are deaf, hard of hearing or speech impaired (DHHSI) to communicate directly with a 9-1-1 call taker. Once registered, users can simply dial 9-1-1 and a text session will be initiated by the York Regional Police Communications Centre. This service enables us to better meet the needs of the DHHSI community.

## REPORT COMMUNITY CONCERNS ONLINE

York Regional Police expanded its online reporting capabilities to include community-based complaints. Residents can report ongoing issues or behaviours occurring in their neighbourhood such as traffic violations at a particular intersection, inappropriate activity at public parks or plazas or any activity that affects the enjoyment of their community. Residents can report their concerns at yrp.ca/communityconcerns.

## SENIORS SEMINAR

Protecting the most vulnerable people in our community is a top priority for York Regional Police and on June 3, we partnered with local fire services to host a free seniors' event to share important safety information. Sessions on elder abuse, fire safety, prescription medication, frauds and scams and traffic safety were held, providing seniors with tips to help them enjoy their golden years safely.

CALLS FOR SERVICE

| 2012 | 2013 | 2014 |
|---|---|---|
| 251,924 | 223,918 | 220,546 |

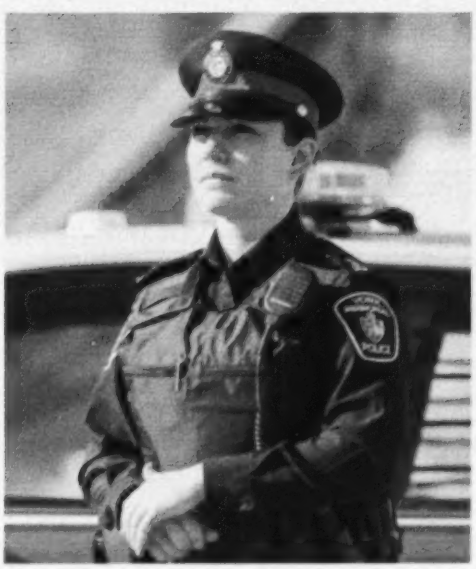
*Communicator Rebecca den Braasem*
*Communications Bureau*

# MAKING A DIFFERENCE

## CONSTABLE NETASHIA MCLELLAN

Members of York Regional Police were proud to congratulate Constable Netashia McLellan, who was recognized with a Medal of Valor from the International Association of Women Police and the Garrett Styles Bravery in the Line of Duty from the Police Appreciation Night Committee, for her 2014 act of heroism.

Along with two citizens, Constable McLellan rescued a man after his plane crashed shortly after takeoff from Baldwin Airport in Georgina. Gasoline was leaking from the aircraft, soaking the man and his rescuers, creating an extremely dangerous situation. But that didn't stop Constable McLellan from cutting the male from his safety harness and helping to carry him to an awaiting ambulance for treatment. Miraculously, the man received only minor injuries.



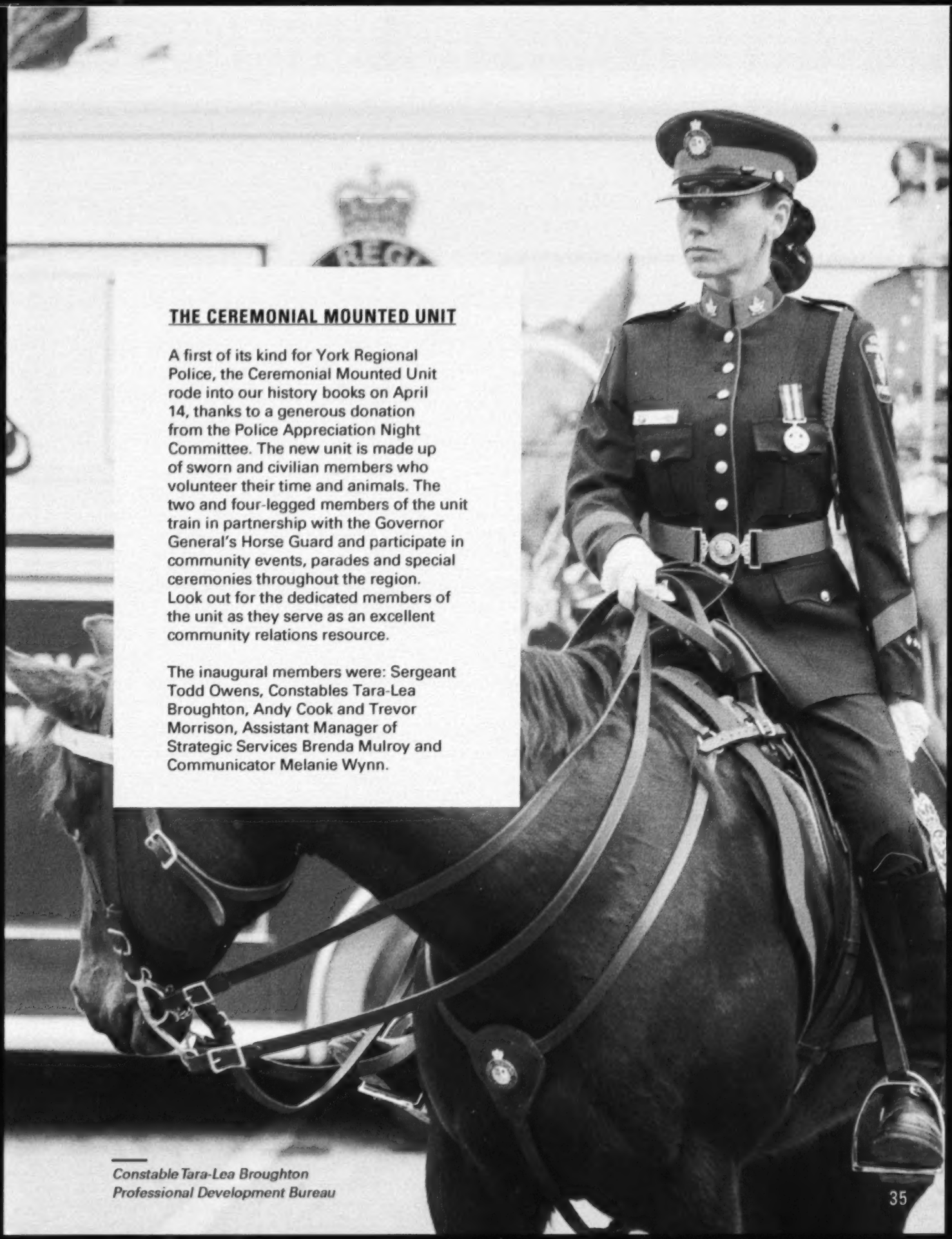
*Constable Netashia McLellan*
*#3 District Uniform Patrol*

## 360°KIDS

As York Regional Police developed our organizational Youth Strategy, the emphasis was always to engage our strong community partners in order to share the responsibility of ensuring our young people have the best possible chance at a successful future. In 2014, we strengthened our partnership with 360°kids, a non-profit organization that delivers programs and support services to at-risk youth. Chief Eric Jolliffe joined community leaders for a night on the streets, to raise awareness and funding for homeless youth in York Region.

Enduring the frigid February temperatures, Chief Jolliffe completed a series of tasks intended to simulate the experience of being homeless on the streets of York Region, before laying down his sleeping bag in a park for a lonely and restless night.

Inspired by this initiative, members of the Guns and Gangs Enforcement Unit saw an opportunity to raise additional funding during a provincial training seminar. Local businesses donated prizes and they were raffled off to the attendees, resulting in an additional $2,200 donation to 360°kids. These initiatives enhanced our community partnerships and supported our youth, therefore strengthening our community as a whole.



## THE CEREMONIAL MOUNTED UNIT

A first of its kind for York Regional Police, the Ceremonial Mounted Unit rode into our history books on April 14, thanks to a generous donation from the Police Appreciation Night Committee. The new unit is made up of sworn and civilian members who volunteer their time and animals. The two and four-legged members of the unit train in partnership with the Governor General's Horse Guard and participate in community events, parades and special ceremonies throughout the region. Look out for the dedicated members of the unit as they serve as an excellent community relations resource.

The inaugural members were: Sergeant Todd Owens, Constables Tara-Lea Broughton, Andy Cook and Trevor Morrison, Assistant Manager of Strategic Services Brenda Mulroy and Communicator Melanie Wynn.

*Constable Tara-Lea Broughton*
*Professional Development Bureau*

# HOW OUR RECRUITS ADD UP

AT THE ONTARIO POLICE COLLEGE:

**1,500** PUSHUPS COMPLETED

+

**1,700** ROUNDS OF AMMUNITION FIRED

+

**55** UNIFORM INSPECTIONS

CALORIES BURNED **25,000**

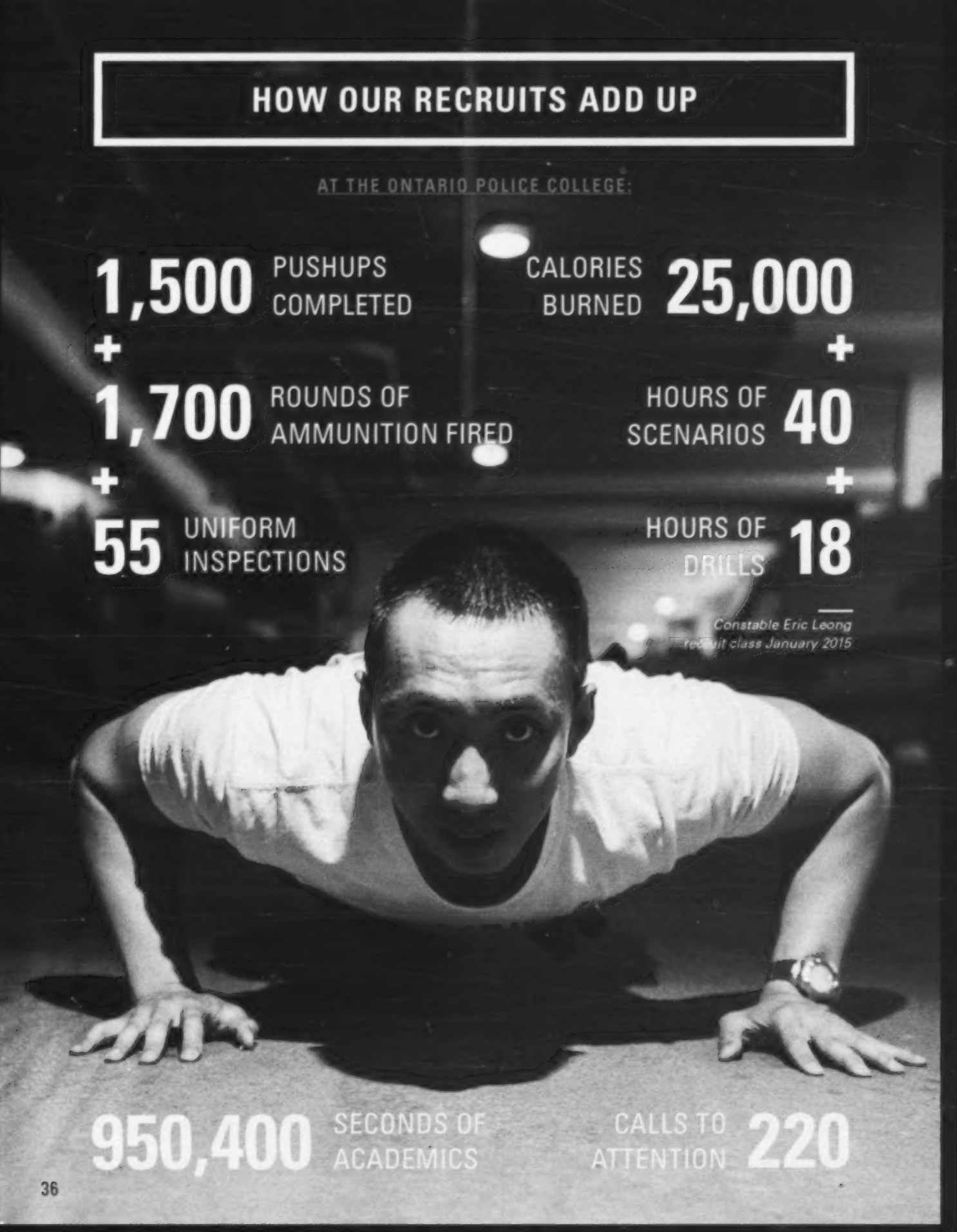
+

HOURS OF SCENARIOS **40**

+

HOURS OF DRILLS **18**

*Constable Eric Leong*
*recruit class January 2015*



**950,400** SECONDS OF ACADEMICS

CALLS TO ATTENTION **220**

# YRP GOES VIRAL

York Regional Police is committed to using every possible avenue to deliver crime prevention messaging. Fortunately, some of those avenues allow our members to add levity while driving home important messages.

Our social media infographics, including the *Frosh Week Expense List* and *L'hotel de York Regional Police* accommodation listing featured below, reached millions of followers across several social networks. They also received extensive coverage in traditional news media.

YORK REGIONAL POLICE
FROSH WEEK
EXPENSE LIST
IF YOU ARE CAUGHT:
IT MAY COST YOU:
URINATING ON A SIDEWALK
URINATING ON A NEIGHBOUR'S YARD
STREAKING
MOONING A PASSING MOTORIST
HAVING A PASSENGER IN THE BACK OF A PICKUP TRUCK
$240
SMOKING IN A BUS SHELTER
$305
FORCING A PET TO SMOKE MARIHUANA
DEFACING FACULTY PORTRAITS
DRIVING A GOLF CART ON THE ROAD
DINING AND DASHING
SHOPLIFTING FROM A CONVENIENCE STORE
DRIVING A CLUNKER THAT'S NOT E-TESTED
$365
GETTING DRUNK UNDER THE AGE OF 19
$125
DROPPING EXCESSIVE BASS AT 4 A.M.
HIDING IN WAL-MART AFTER CLOSING TIME
$85
BUYING YOUR LITTLE BROTHER BEER
TAGGING A BATHROOM STALL
DOWNING JAGER-BOMBS IN PUBLIC
PULLING A FIRE ALARM
PRANK CALLING YOUR HISTORY PROFESSOR
CLIMBING ONTO THE ROOF OF THE MATH WING
$85
PUTTING CEMENT MIX IN A LAUNDRY MACHINE
HOTBOXING THE BATHROOM
DRIVING WITH YOUR HEAD OUT OF THE SUNROOF
$240
PLAYING HIGH STAKES POKER IN THE GARAGE
SMASHING BOTTLES ON THE ROAD
STARTING A BONFIRE WITH YOUR DORM ROOM SOFA
STEALING A ROAD SIGN
USING A FAKE ID
$125
POPPING BOTTLES IN THE BACK OF YOUR FRIEND'S COROLLA
$215
TOTAL:
#PartyWiseCaution

L'hôtel de York Regional Police
ROOMS STARTING AT:
GET BOOKED NOW!
PERSONS IN THIS FACILITY ARE BEING MONITORED AND RECORDED
1,354 REVIEWS FROM VISITORS IN 2014
REVIEW SUMMARY
AMENITIES
YOU MAY ALSO LIKE
VISITOR REVIEWS
SORTED BY: DATE
"That bed was definitely no Sleep Number"
Some hotels offer comfortable sleep number beds for their guests. YRP's beds only offer a zero. Zero comfort, zero cushion and zero warmth. Not to mention, I was vastly disappointed with their policies. Most hotels charge after checkout, but I was charged exorbitantly upon arrival. Wouldn't recommend.
HENRY HENCHMEN
"Accomodated my dietary preferences"
I'm gluten free, which is why I avoided beer on NYE and chose to drink copious amounts of red wine before driving. Thankfully, the staff were kind enough to take the bread off of the egg sandwich for me. Almost made up for the bathroom, which was also the bathroom...and dining area...
OLIVER OWENSKITT
"Complimentary shuttle service lacked leg room"
The free shuttle to the suite was convenient after my car had been impounded, but it was an uncomfortable ride. Not only was I handcuffed, but once crammed into the back of their car, my knees were up near my chin. Thankfully, the concrete bed in the suite allowed me to stretch out...
DIANE DEATHRIDER
Impaired driving could cost you money, jail time or worse – your life or the life of someone else. Our message is clear: DO NOT DRINK ALCOHOL OR USE DRUGS AND DRIVE.
York Regional Police encourages motorists to be vigilant and help combat impaired driving. If you suspect an impaired driver, call 9-1-1. Impaired driving is a crime in progress and should always be reported.
#ReservationsNotRequired

# STANDING TOGETHER AGAINST HATE CRIME

Our mission - to ensure our citizens feel safe and secure through excellence in policing. Words York Regional Police officers live by every day. We recognize that in the challenging global environment, it is more important than ever for policing organizations to reach out to our diverse communities.

Unfortunately, events on the other side of the world can trigger hate-related incidents in our own backyard. The York Regional Police Hate Crime Unit was created to build a bridge between police and the citizens who are victims of these crimes. Statistics show hate crimes are underreported due to a lack of knowledge or because of cultural barriers.

Raising awareness and educating the public are key factors to stopping hate crime. With two full-time officers stationed at headquarters, and 21 specially-trained officers across the region, our police service is able to proactively educate citizens about the Ontario Human Rights Code and what it means to them. In 2014, officers attended Welcome Centres, high schools and places of worship to provide education regarding the criminal charges someone who commits a hate crime may face. By partnering with community facilitators, the message can be spread throughout their respective communities, using the right platforms to reach the most people. Sometimes, individuals reach out for help after a presentation has taken place. It is imperative for York Regional Police to utilize a global perspective when trying to prevent occurrences in our region. As an example, after the Israel-Gaza conflict in July 2014, members from the Diversity, Equity and Inclusion Bureau, the Hate Crime Unit and the Incident Response Unit reached out to 32 places of worship that could become potential targets for hate crime.

The unit is led by Inspector Ricky Veerappan and Detective Mark Topping, who combine for nearly 60 years of police experience. Detective Topping is a subject-matter expert in Hate Crime, educating not only members of York Regional Police, but officers from other services at the Ontario Police College and at seminars and conferences across the province. In 2014, before reaching the rank of detective, he received the Herbert H. Carnegie Award for his commitment to inclusivity and for improving partnerships with our diverse communities. Along with Detective Topping, Detective Constable Maryam Alikhani joined in the fight against hate crime when she was added to the unit in September. In addition, every new recruit to York Regional Police receives training to respond to hate crime incidents and the police service hosts diversity, equity and inclusion workshops throughout the year for all members.

*Constable Mason Zhou and*
*Detective Mark Topping*
*Diversity, Equity and Inclusion Bureau*

# 2014 BUSINESS PLAN ACCOMPLISHMENTS

## COMMUNITY FOCUS

- Crime prevention and youth safety messages found a new platform with the filming of UNITED, a film featuring a YRP superhero character
- Crime prevention officers took to social media, posting safety tips and videos on Facebook, in order to engage with the public in an online forum
- Members of the Diversity, Equity and Inclusion Bureau engaged with new Canadians at more than 80 presentations at York Region Welcome Centres, explaining how to report crime, crime prevention tips and information on Canadian law
- New crisis intervention training raised officer awareness of mental illnesses, disabilities, post-traumatic stress disorder and de-escalation techniques

## OPERATIONAL EXCELLENCE

- All sworn members participated in active shooter training, ensuring our members have the expertise, skills and experience to respond to major emergency events
- Eight civilian forensic identification assistants completed training, while another eight began their training to assume the responsibilities previously held by scenes of crimes officers, freeing up officer resources
- A Patrol Innovation Team made up of members of all ranks was created to improve the effectiveness and efficiency of frontline response
- A consulting firm completed a strategic review of Investigative Services to create lasting efficiencies and enhance service
- All frontline vehicles were equipped with in-car cameras, enhancing our ability to monitor suspects and ensuring accountability to our citizens

## PREFERRED PLACE OF EMPLOYMENT

- Developed a Peer Support Team, made up of specially trained sworn and civilian members who can help identify members who are struggling physically, emotionally or psychologically and provide them with support, advice, referrals and resources
- All supervisors participated in a new performance management training workshop, focusing on the importance of strong supervisor-employee relationships
- The police service introduced new Internal Support Networks (ISNs) to provide organizational understanding based on grounds covered by the Ontario Human Rights Code, encouraging information sharing and mutual respect, compassion and trust
- An enhanced Coach Officer Program was developed, using problem-based learning and focusing on adult-learning theory and the principles of how to transfer knowledge

*Constable Matthew McGlynn of the #4 District Community Oriented Response Bureau readies a simulated firearm at a training exercise in Vaughan.*

## SUPERIOR QUALITY SERVICE

- More than 400 York Regional Police members and community partners gained a greater understanding about different religious beliefs and practices during the 10 places of worship tours across the region
- A diversity and inclusivity specialist position was created to develop programs designed to broaden members' knowledge base around diversity, equity and inclusion
- The implementation of a digital, encrypted radio system was completed and provides enhanced operational security for police and municipal fire services
- Launched the new Text with 9-1-1 service, which allows citizens who are deaf, hard of hearing or speech impaired (DHHSI) to contact 9-1-1 and communicate directly with a call taker

# SERVICE EXCELLENCE

## 2014 RETIREES:

Detective Domenic Stilo

Detective Randy Martin

Detective Chris Coleman

Sergeant Lloyd Dow

Constable James Jones

Constable Wayde Jackson

Constable William Sokil

Constable Colin Campbell

Constable Martin Jones

Kathleen Greig

Marlene Summers

Elsie May

Peter Chery

## 30-YEAR FIRST BAR:

Superintendent William Sadler

Staff Sergeant Michael Klimm

Constable James Jones

Constable Ross Price

## 20-YEAR MEDAL:

Detective Mark Elliott

Sergeant Bruce Valentine

Constable Balwant Jaswal

## CIVILIAN 30-YEAR PIN:

Ruth Torrance

## CIVILIAN 20-YEAR PIN:

Rhonda Buck

Sherri-Ann Laing

Mahadai Narayan

Lisa Tamblyn

Philomena Ward

## VOLUNTEER OF THE YEAR AWARD:

Peter Fudge

## POLICE APPRECIATION NIGHT AWARDS:

## GARRETT STYLES BRAVERY IN THE LINE OF DUTY:

Constable Netashia McLellan

## ROB PLUNKETT OUTSTANDING SERVICE TO THE COMMUNITY:

Constable Andre Boteju

## EXCELLENCE IN POLICING AWARD:

Detective Kevin Stoby

Detective Constable Marjorie Atkins

Detective Constable Jeffery Bright

Detective Constable Robert French

Detective Constable Deborah Gilmour

Detective Constable Shawna Leitch

Detective Constable Shane Mackenzie

Detective Constable Rebecca McGregor

Detective Constable James Ward

Detective Constable Stephen Yan

Constable Sean Briard

Crime Analyst Lee Anne Phillips

## CIVILIAN RECOGNITION:

Kimberley Pettit

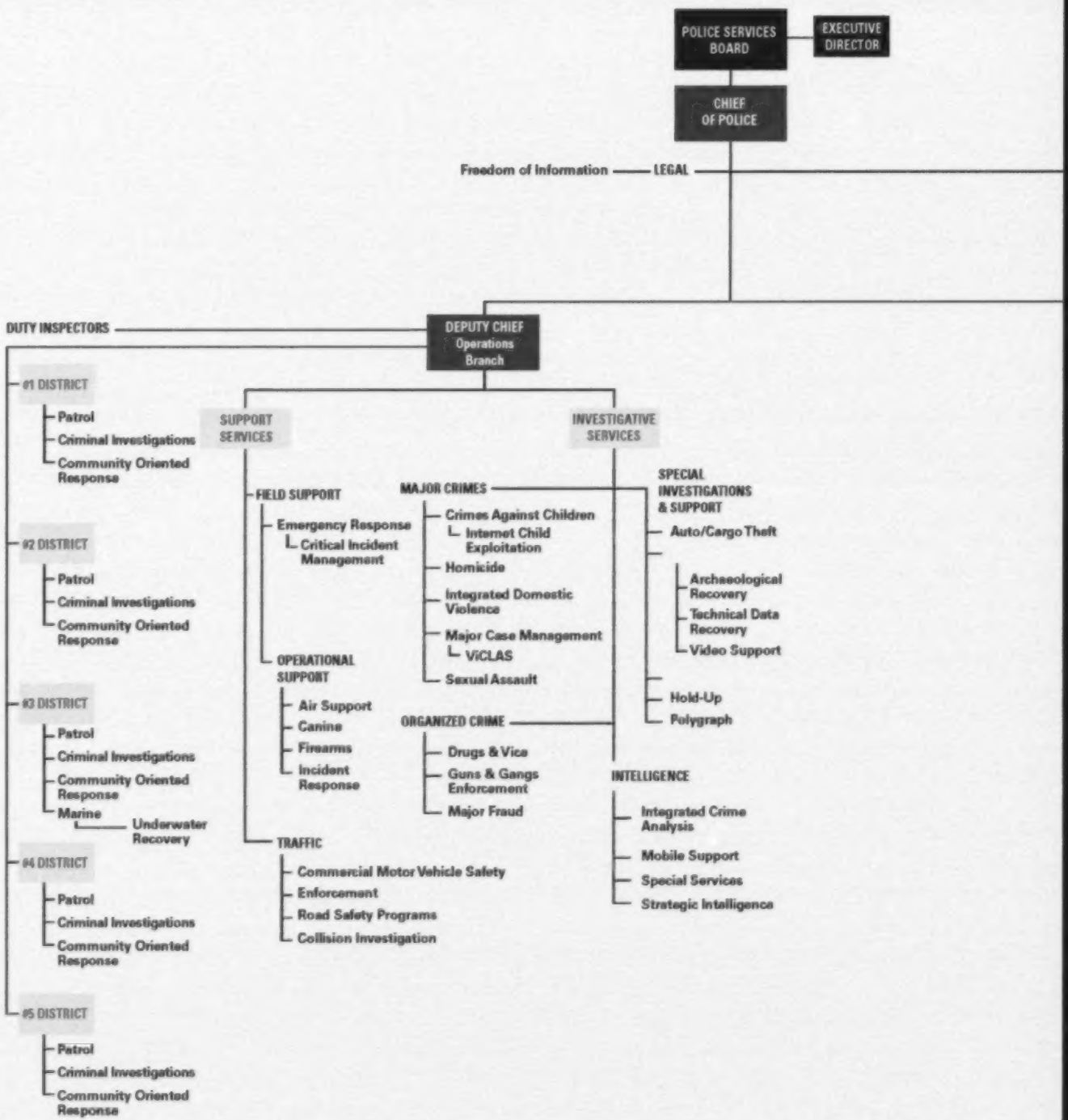
## HERBERT H. CARNEGIE AWARD:

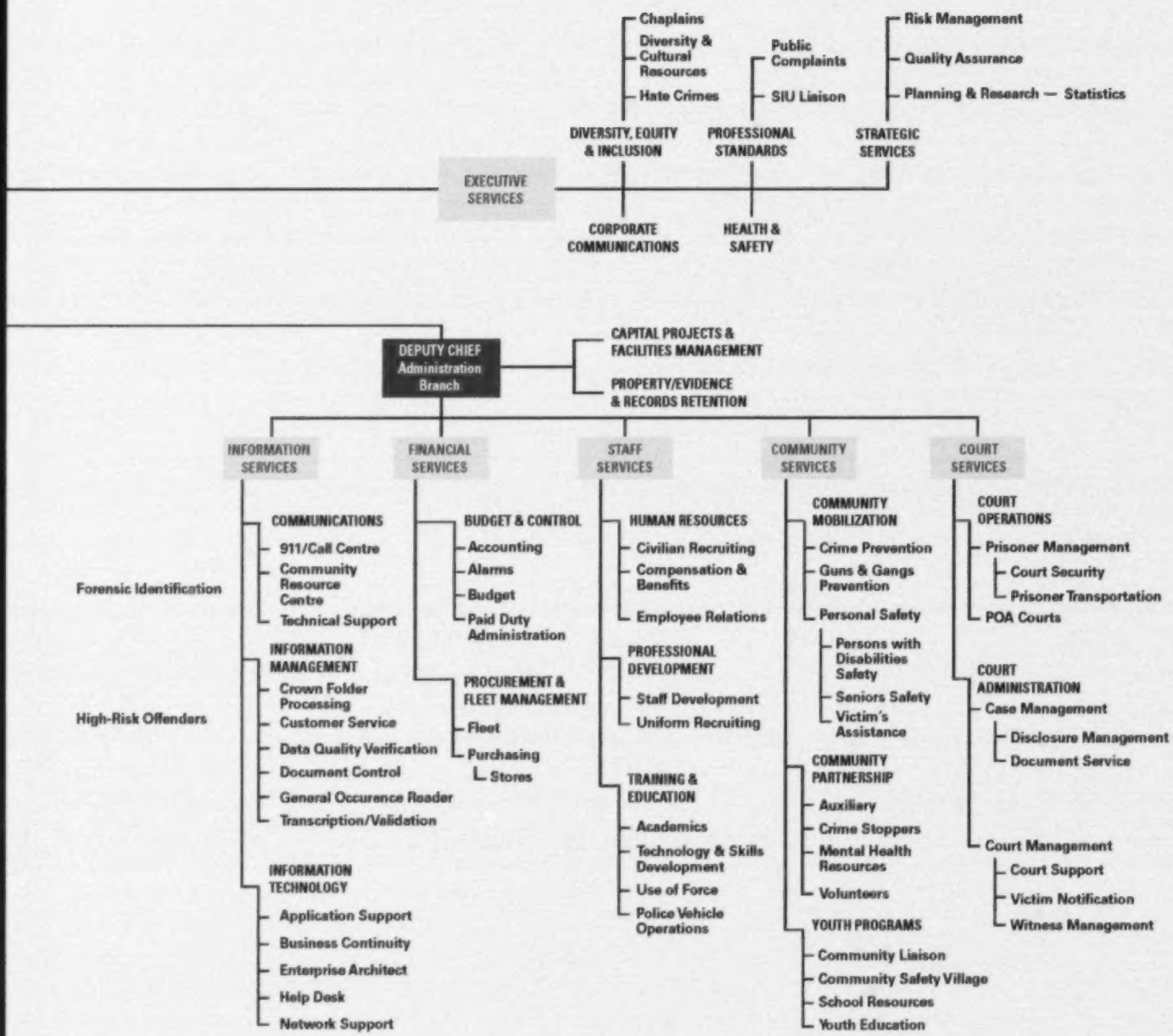
Detective Constable Mark Topping

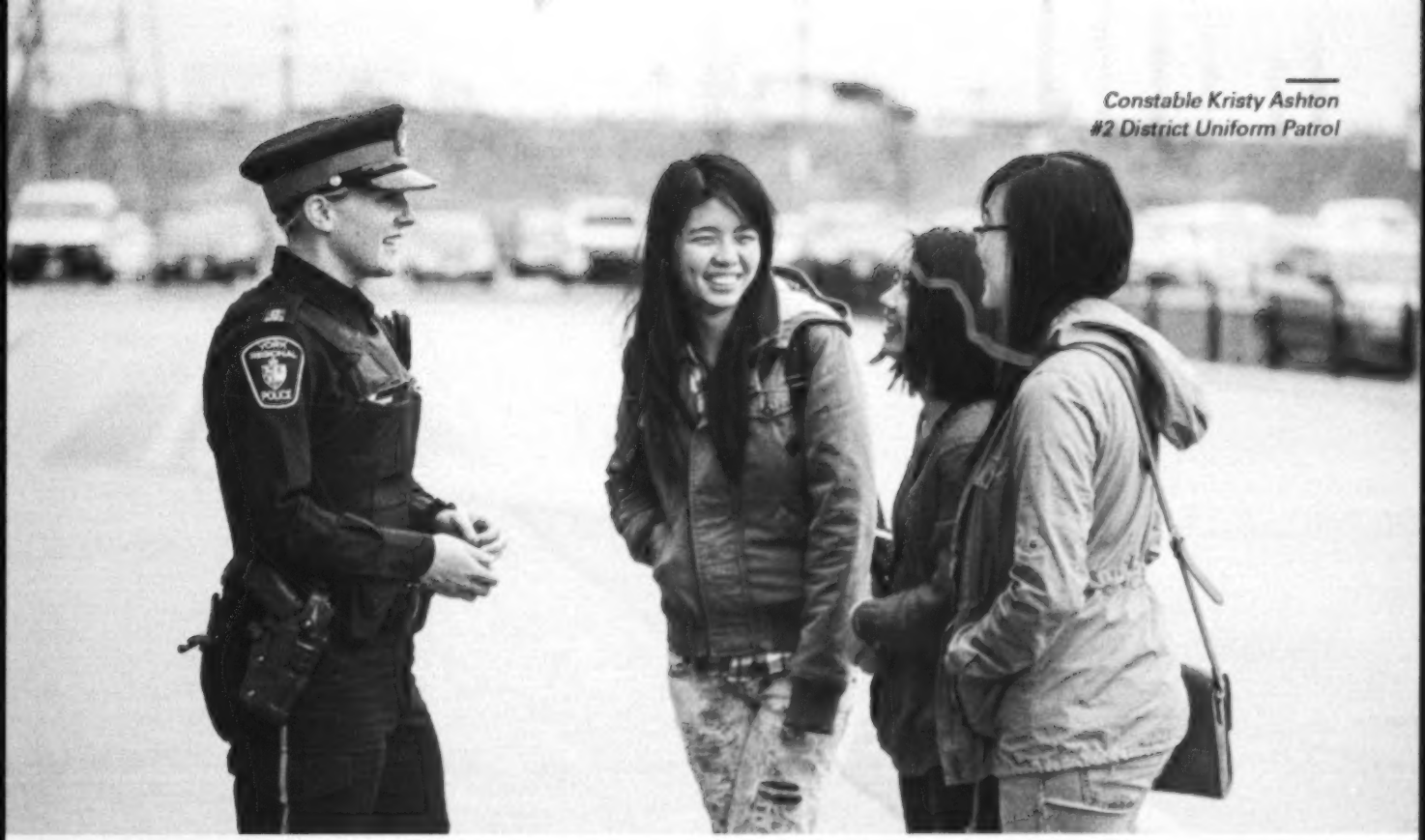
*Trainee Constable Chris Kiersnowski*
*with his coach officer Constable Kambiz Nadoushan*
*#4 District Uniform Patrol*

York Regional Police received 23 organizational awards in 2014, including The National Ethnic Press and Media Council of Canada Award for distinguished service to communities and three Human Rights Race Relations Gold Medal Awards for outstanding contributions to race relations. Highlighting operational excellence, a YRP officer received the Award of Valour from the International Association of Women Police for a daring rescue, while others received a Canada Border Services Agency Regional Director General Award for the dismantling of a fraud ring.

# 2014 ORGANIZATIONAL CHART




Chaplains
Diversity & Cultural Resources
Hate Crimes
Public Complaints
SIU Liaison
Risk Management
Quality Assurance
Planning & Research — Statistics
DIVERSITY, EQUITY & INCLUSION
PROFESSIONAL STANDARDS
STRATEGIC SERVICES
EXECUTIVE SERVICES
CORPORATE COMMUNICATIONS
HEALTH & SAFETY
DEPUTY CHIEF Administration Branch
CAPITAL PROJECTS & FACILITIES MANAGEMENT
PROPERTY/EVIDENCE & RECORDS RETENTION
INFORMATION SERVICES
FINANCIAL SERVICES
STAFF SERVICES
COMMUNITY SERVICES
COURT SERVICES
COMMUNICATIONS
911/Call Centre
Community Resource Centre
Technical Support
INFORMATION MANAGEMENT
Crown Folder Processing
Customer Service
Data Quality Verification
Document Control
General Occurence Reader
Transcription/Validation
INFORMATION TECHNOLOGY
Application Support
Business Continuity
Enterprise Architect
Help Desk
Network Support
BUDGET & CONTROL
Accounting
Alarms
Budget
Paid Duty Administration
PROCUREMENT & FLEET MANAGEMENT
Fleet
Purchasing
Stores
HUMAN RESOURCES
Civilian Recruiting
Compensation & Benefits
Employee Relations
PROFESSIONAL DEVELOPMENT
Staff Development
Uniform Recruiting
TRAINING & EDUCATION
Academics
Technology & Skills Development
Use of Force
Police Vehicle Operations
COMMUNITY MOBILIZATION
Crime Prevention
Guns & Gangs Prevention
Personal Safety
Persons with Disabilities Safety
Seniors Safety
Victim's Assistance
COMMUNITY PARTNERSHIP
Auxiliary
Crime Stoppers
Mental Health Resources
Volunteers
YOUTH PROGRAMS
Community Liaison
Community Safety Village
School Resources
Youth Education
COURT OPERATIONS
Prisoner Management
Court Security
Prisoner Transportation
POA Courts
COURT ADMINISTRATION
Case Management
Disclosure Management
Document Service
Court Management
Court Support
Victim Notification
Witness Management
Forensic Identification
High-Risk Offenders



*Constable Kristy Ashton*
*#2 District Uniform Patrol*

## CODE OF PROFESSIONAL ETHICS:

- Understand their primary responsibility is to share with the community the responsibility for improving quality of life by safeguarding lives and property, preventing and investigating offences and preserving peace and order
- Are guided by the values of the service which include our people, community, integrity, leadership, accountability, competence and teamwork
- Appreciate the importance and responsibility of their positions as a symbol of public faith, adhering to the same standards of conduct that they are bound by duty to enforce
- Preserve the rights and freedoms of all individuals in accordance with the Canadian Charter of Rights and Freedoms and Ontario Human Rights Code
- Faithfully administer the law in a just, impartial and reasonable manner to all individuals, regardless of race, national or ethnic origin, colour, religion, gender, age, mental or physical disability, or sexual orientation
- Understand and encourage continuing awareness of the culturally-diverse nature of York Region, remain responsive to community issues and concerns, and are committed to developing and enhancing community partnerships
- Never permit personal feelings, animosities or friendships to influence professional decisions and actions and refrain from accepting gratuities or favours that may compromise them as individuals or members of York Regional Police
- Perform their duties within the limits of authority and recognize the importance of consistently enhancing their level of knowledge and competence
- Ensure good faith in all their actions and respect the confidentiality of any information obtained in the course of duty
- Remain faithful in their allegiance to Canada and strive to attain excellence in the performance of their duties

表現就是明證
Дела говорят сами за себя
ਕਰਮ ਬੋਲਦੇ ਹਨ
Parlano i fatti
ᓚᖁᑲ·ᐃᓯᒪᑲᓐ ᑐᑭᖅᑕᒪᖅ·ᐃᓐ
Nos actions, nos émissaires
عمل گویاست
Deeds Speak

PO
1-866-876-5423 | info@yrp.ca | yrp.ca